



# SOCIAL LEADERSHIP LEARNINGS FROM GROUND ZERO

## LEADERSHIP DEVELOPMENT PROGRAM

January  
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COUNTERPART  
INTERNATIONAL



# SOCIAL LEADERSHIP LEARNINGS FROM GROUND ZERO

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# Acknowledgment

Youth plays an uncountable role in community Development. Every youth in Bangladesh is a resource in regard of improving and producing the nations and new things. Leadership Development Program is a five-year long program starting from September 2012 aiming to increase citizens' capacity and participation in community development and democratic processes. The first objective of the program is as building the capacity of community leaders to become change agents for democratic processes and development, and the second is as building the capacity of youth leaders to become change agents for democratic processes and development. To fulfill the objectives, there are providing different types of training on different subject. These predefined training are received by both leaders of youth and community who have already been selected through maintaining all processes of leadership development program.

With technical support of Counterpart International financed by USAID, Young Power in Social Action (YPSA) is implementing in two districts e.g. Chittagong and Cox's Bazar. Department of Youth Development of Bangladesh is playing role as strategic partner. YPSA has been implementing Leadership Development Program since November 2013 in Sitakunda & Mirsharai of Chittagong district, and Ramu upazila of Cox's Bazar district. There are 17 unions as programmatic area under this program. There are total 2814 (1407 are youth leader age between 18 & 35 and 2079 are community leaders age between 36 & 60) leaders who are receiving training.

Mentioned institution play role to develop youth and community leaders' involvement in community development. Local representative especially all unions bodies, civil society involvement, administration, all mentor from department of youth development, women affairs department & agricultural department and non-leader initiator who helped during field visit as a part of training and initiator who are leaders of leadership development program played a significant roles to accelerate this program at different field of Chittagong and Cox's Bazar district.

During implementing this project, it has taken lot of support from

different level. First of all, I would like to express my thank to all helping hand who directly or indirectly involved during implementing this program. I would also like to give appreciation all the leaders who took initiative using the knowledge of YPSA-LDP training.

There is also given cordial greetings to all upazila youth development officer and deputy director of the department of youth development of Chittagong and Cox's Bazar district for their strategic support from their level best.

I express my acknowledgement to USAID & Counterpart Internationl for Suport the Implementation of Leadership Development Program over the time period At the end, I express my deepest sense of gratitude to YPSA Core Managment Team for their continuous support to implement this project timely. I also express greeting to all respective project staffs that played vital roles to accomplish all predefined task.

It is very much appreciated to all related persons who are contributing to produce this special publication on the issue of Social Leadership: Learnings from Ground Zero.

I wish all the successes of Leadership Development Program that contributed huge to get involve of community and youth leaders towards community development and ensure governance at all spare.

With Thanks

Md. Arifur Rahman  
Chief Executive  
YPSA (Young Power in Social Action)

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# Success of SDGs Depends on Allusive Youth Engagement

Md. Arifur Rahman  
Chief Executive, YPSA

2015 was a turning point for international development. The 2030 Agenda has been shaped our common future for next 15 years. With half of the world under the age of 30, it is crucial that this agenda puts young people at the forefront of change and development. Today's youth population, particularly Generation 2030, who will become adults during the 15-year time span covered by the Sustainable Development Goals-SDGs, have the ambition, commitment and vested interest in seeing the success of this transformative development agenda. Though SDGs was formally adopted by Heads of State at the UN, but each government will decide how to implement the ambitious goals based on their own national contexts. This means the implementation of the SDGs will to a great degree rely on citizens who will have to hold their leaders and governments to account and remind them of their commitments. Governments, international organizations, civil society actively seek out and support the meaningful participation of young people in decision-making and implementation of the post 2015 agenda.

*"No one knows better than them the issues at stake or the best way to respond. That is why I am calling on young people to speak out – and I am urging leaders to listen."*

*UN Secretary-General  
Ban Ki-moon*

## Why Engage Youth in SDGs:

The young population across the globe has reached a remarkable 1.8 billion out of 7.3 billion. Around one third of the population of Bangladesh, namely 47.6 million people, is youth. Youth are the

confident and creative force in a society. They have passion and vision. Proper guidance and direction can bring them in the forefront of national development. Idea of national development is just myth without the active and meaningful participation of youth. They have to engage and participate in implementation of SDGs. Young people from around the world have already contributed to the post-2015 process in an unprecedented way, identifying and shaping the new development priorities.

This is where young people have a critical role to play. If countries are to succeed in achieving the SDGs, leaving no one behind along the way, governments must seek out an active and substantive engagement of young women and men from diverse backgrounds in national-level planning, implementation, and monitoring. The overall success of the SDGs depends on youth engagement because young people are:

1. **Critical thinkers:** Part of being young involves making sense of personal experiences and asking questions about the world around you. Youth have the capacity to identify and challenge existing power structures and barriers to change, and to expose contradictions and biases.
2. **Change makers:** Young people also have the power to act and mobilize others. Youth activism is on the rise the world over, bolstered by broader connectivity and access to social media.
3. **Innovators:** In addition to bringing fresh perspectives, young people often have direct knowledge of and insights into issues that are not accessible to adults. Youth best understand the problems they face and can offer new ideas and alternative solutions.
4. **Communicators:** Outside the international development sector, too few people are aware that world leaders have come to a historic, far-reaching agreement to eradicate poverty by 2030. Young people can be partners in communicating the agenda to their peers and



communities at the local level, as well as across countries and regions.

5. Leaders: When young people are empowered with the knowledge of their rights and supported to develop leadership skills, they can drive change in their communities and countries. Youth-led organisations and networks in particular should be supported and strengthened, because they contribute to the development of civic and leadership skills among young people, especially marginalized youth.

6. Volunteers: Young people like volunteering than others. Volunteering teaches youth about respect for both themselves and their community. This will carry forward to being respectful at work and with neighbors, etc. They learn to be helpful and kind. They also develop leadership skills and patience which benefits them in their adult lives.

7. Entrepreneur: Young people are always want to do new more, if he /she get support and proper guideline he will be a good entrepreneur.

8. Governance: Governance is most favorable things for a young people. Young people's active citizenship and participation in governance can provide significant value-added for the fulfilment of government commitments, particularly at national and local levels.

The SDGs are a universal agenda for "transforming our world." To achieve this transformation, we must rethink the approaches of the MDG era that left youth out of the process. Governments that recognize the value of collaborating with young people as partners and establish clear and explicit pathways for their meaningful participation from the outset will be much better positioned to achieve the 17 SDGs and related targets.

### Sustainable Development Goals and Youth Concern;

The sustainable development goals (SDGs) are a new, universal set of goals, targets and indicators that UN member states will be expected





to use to frame their agendas and political policies over the next 15 years. The SDGs follow, and expand on, the millennium development goals (MDGs), which were agreed by governments in 2000, and expired at 2015.



Young people will be the people who implement and carry these goals over the next 15 years, and this is why we need to engage them on these issues today. At the same time, we need to help decision makers understand what the global youth opinion is, and how we can work together to address these issues. Young people must understand the depth of these goals and how they will impact our lives and our common future. Global youth employment and quality education are biggest challenge facing our generation. Decision makers have to consider following issues. Young people can drive economic growth forward. Investing in the health, education, leadership and safety of young people improves future productivity and economic returns. So we have engage youth in implementation of Suitable Development Goals.



In the words of Seckler-Hudson, "Leadership in large organizations may be defined as influencing and energizing of people to work together in a common effort to achieve the purposes of the enterprise" (Seckler-Hudson 1955). According to him, leadership depends on three things: the individual, the followers, and the conditions.

However, leadership always involves attempts on the part of a leader to affect the behavior of a follower or followers in a situation. It is affected by conditions or situations to which power is sometime; blind. Power is authority which goes from the leader downward. Leader is scarcely ever a "free agent" in leading the group of which he is a part.

### Personal Qualities of a Leader

The writers have made generalizations about the personal qualities of leaders. Thus, intelligence, self-confidence, sociability, initiative, persistence, prominence, persuasiveness, decisiveness, vitality, capacity to judge the people, expressiveness and geniality are some of the qualities which may help a person to become a leader. According to Van Tunglein, the qualities of a leader are that he is interested in the people; interesting to the people; and interested with the people in the solution of their problems.

It may also be mentioned that the leader is necessarily a part of a group and leadership is status and role in that group. It is obvious that leadership can occur only in relation to other people. No one can be a leader all by himself. The relationships which the leader bears to other individuals are status and role relationships. He is part of the group structure and as such he carries on reciprocal relationship with other members of the group.

These relationships define his role in the group. When leadership is viewed as a status in a group structure and a role defined by reciprocal relations with others in the particular structure it is easy to understand why there cannot be a generalization of traits



characteristic of leaders.

In different groups the leaders have to fulfill different roles and in the same group different members perform different roles. Naturally, therefore, there are wide variations in the traits of the individuals who are leaders in different groups or perform different roles in the same group.

In sum, we can say that firstly, leadership is not a personality trait, it is a way of relating oneself to others. Leadership accrues to those who take account of others in ways that facilitate group life and group cohesion. In other words, leadership is functional in two senses: it is a function of inter-personal relations it has a function in group life; and secondly, leadership is situational; who the leaders are depends upon the concrete circumstances. A leader in one group is not necessarily a leader in another.

## Defining Social Leadership

Social leadership has several elements that set it apart from political, business, trade union, religious or intellectual leadership. It is a type of leadership that transforms reality, requires a proper focus and is carried out via a complex process, in which the driving forces are its values, and where the right to lead has to be earned each day.

Social leadership is especially necessary for groups of equals who have to accept changes, as is frequently the case in family businesses. Nobody else can force a family to change how they organize the business they own. Groups of siblings or cousins need social leadership to accept and integrate changes.

## Characteristics of a Social Leader

A social leader needs to have an explicit agenda that consists in developing the whole system without any hidden agenda in terms of the leader's personal interest. The social leader must also be very legitimate, which means having a high degree of altruism. He or she



must also have relational capabilities for dealing with the complexity of processes of change.

Social leaders also need to have a high degree of self-esteem, because very often they are not recognized. The smoother and more crisis- and conflict-free the work, the better, but this means that the social leader's leadership is not easily recognized.

Unlike other kinds of leaders, social leaders are hardly recognized at all. Their focus is on making change happen smoothly, and success means just that. It is not obvious to a non-sensitive observer that someone has put the elements together to make things happen.

However, social leaders must have: passion for the cause, integrity, values; authenticity, confidence, humility; communication skills; curiosity, creativity and ability to innovate; determination, energy and drive for improvement; courage, take risks, makes tough decisions; and physical and emotional resilience, can self-manage and retain a life balance.

## Six Pillars of Social Leadership

The six pillars of social leadership are found in the following acronym of the word "social":

S= Submission

O= Oneness

C= Calling

I= Integral Education

A= Action

L= Liberty

The six pillars are discussed below:

### Submission

Social leaders believe in and submit to a Higher Power, by whatever name and through which ever means they choose. They find



# Developing Social Leadership and the Social Change Model: A Review

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## Introduction

The concept of social leadership is still relatively a new concept. It is associated with the development of those individuals who are the driving forces behind civil society organizations and who are working to bring about social change. Social leadership means devoting one's life and talents to improve society regardless of social standing, wealth or privilege. Social leaders serve and bless others. They create beauty in the world, lift the vision of mankind, broaden our possibilities, and deepen our life experience. They protect freedom, preserve peace, and ensure prosperity for as many people as possible.

The aim of this paper is to critically review the social change model and the development of social leadership based on secondary materials collected from the different sources.

## Defining Leadership

In order to analyze the feature of social leadership and characteristics of a social leader, we must have an idea about the concept leadership first. As of Peter Northouse, Leadership is a process whereby an individual influences a group of individuals to achieve a common goal (Peter Northouse 2012). It is a process that involves influence which is carried out in a group context and aims to achieve a common goal.

According to Allen, "Leadership is the activity of persuading people to co-operate in the achievement of a common objective".

Terry defines it as "the activity of influencing people to strive willingly for mutual objectives".



inspiration, guidance, and stability from a source higher than themselves. Submission is the source of motivation and vision and ensures humility.

### Oneness

Social leaders feel an abiding sense of unity between themselves and nature, other individuals, institutions, and the universe at large. They knew their thoughts, habits, and actions directly result in societal consequences. They know they are cells within a larger body.

### Calling

To be a social leader is to know with certainty that you were born for something great, unique, and specific. Furthermore, it is to know that if you don't live up to your mission, the world suffers. The calling of a social leader is the thing that he or she cannot do because of the inner voice that compels and drives them. It permeates their thoughts, emotions, actions, and habits.

### Integral Education

Integral means entire; complete; whole. Integral education, therefore, is education that leads to whole truth and complete "beingness." It extends far beyond technical knowledge and specialized expertise. It explores human nature and seeks to answer such questions as, "Who are we? Why are we here? What is the purpose of life? What should our ideals be and how can we achieve them?" Not only is such an education whole in scope and methodology, but also its core purpose is to develop whole individuals - in other words, social leaders.

### Action

Social leaders bridge the gap between what is and what should be. While others are confused, despondent, and waiting, social leaders are confident, optimistic, and acting. They know that profound thinking must lead to appropriate and energetic action.



## Liberty

Social leaders are intimately aware of the art, science, and process of government. They understand its nature and proper role. They do all in their power to secure and preserve freedom for all races, genders, and cultures.

These pillars are considered as the important features of a social leader.

## The Social Change Model of Leadership Development

Astin and Astin under the Higher Education Research Institute at the University of California, Los Angeles, proposed the social change model for leadership development in 1996. The Social Change Model of Leadership Development is very inclusive. It is designed to enhance the development of leadership qualities of all, those who hold formal leadership positions, as well as, those who do not and to promote a process that is inclusive and actively engages all who wish to contribute.

According to this model, leadership is viewed as a process rather than as a position. It explicitly promotes the values of equity, social justice, self-knowledge, personal empowerment, collaboration, citizenship and service. According to this model service provides a powerful vehicle for developing student leadership capabilities in a collaborative environment.

The model has two primary goals. The first goal is to enhance student learning and development; more specifically, to develop in each student greater, self-knowledge: understanding of one's talents, values, interests, especially as these relate to the student's capacity to provide effective leadership,

leadership competence: the capacity to mobilize oneself and others to serve and work collaboratively. The second goal is to facilitate positive social change at the institution or in the community. That is, to undertake actions which will help the institution/community to



function more effectively and humanely.

Since this approach to leadership development is embedded in collaboration and concerned with fostering positive social change, the model examines leadership development from three different levels. The levels are as follows:

#### The Individual

What personal qualities are being attempted to foster and develop in those who participate in a leadership development program? What personal qualities are most supportive to group functioning and positive social change?

#### The Group

How can the collaborative leadership development process be designed not only to facilitate the development of the desired, individual qualities (above), but also to affect positive social change?

#### The Community/Society

Toward what social ends is the leadership development activity directed? What kinds of service activities are the most effective in energizing the group and in developing desired personal qualities in the individual?

### Seven Values of the Social Change Model for Leadership Development

Through many discussion and debate, it became clear that values were at the core of what are considered to be the critical elements in the leadership development model. This model finds seven critical values of leadership development for social change (Astin and Astin, 1996, p. 21) and they all begin with the letter "C". They are dubbed the "7 C's" of leadership development for social change. According to this model, change is the value "hub" which gives meaning and purpose to the 7 C's. Change, in other words, is the ultimate goal of the creative process of leadership to make a better world and a better society for ourselves

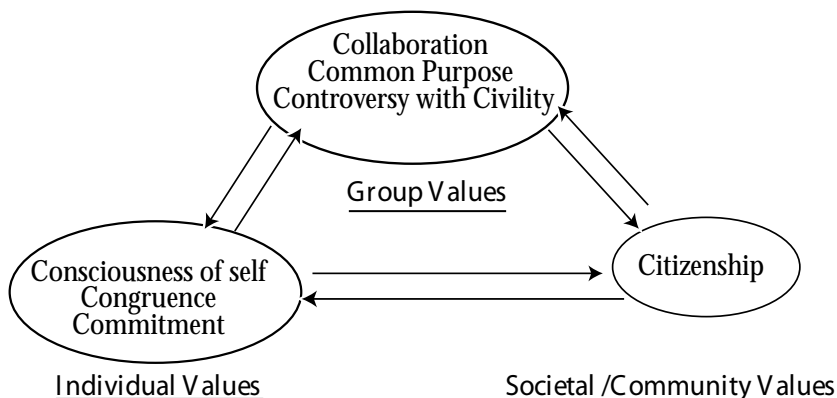




and others.

These values, in turn, are organized within the three levels (as discussed above). The following figure 1 shows the change model of leadership development identifying 7C's.

Figure 1: "7 C's" of leadership development organized by level of focus



Source: Astin and Astin (1996)

The "7 C's" of Social Change model for leadership development are briefly discussed below:

#### Consciousness of self

It means being aware of the beliefs, values, attitudes, and emotions that motivate one to take action.

#### Congruence

It refers to thinking, feeling, and behaving with consistency, genuineness, authenticity, and honesty towards others. Congruent persons are those whose actions are consistent with their most deeply-held beliefs and convictions. Clearly, personal congruence and consciousness of self are interdependent.

#### Commitment

It is the psychic energy that motivates the individual to serve and that



drives the collective effort. Commitment implies passion, intensity, and duration. It is directed towards both the group activity as well as its intended outcomes. Without commitment, knowledge of self is of little value. And without adequate knowledge of self, commitment is easily misdirected. Congruence, in turn, is most readily achieved when the person acts with commitment and knowledge of self.

### Collaboration

It is to work with others in a common effort. It constitutes the cornerstone value of the group leadership effort because it empowers self and others through trust. Collaboration multiplies group effectiveness by capitalizing on the multiple talents and perspectives of each group member and on the power of that diversity to generate creative solutions and actions. Collaboration empowers each individual best when there is a clear-cut "division of labor."

### Common Purpose

It means to work with shared aims and values. It facilitates the group's ability to engage in collective analysis of the issues at hand and the task to be undertaken. Common purpose is best achieved when all of the members in the group share in the vision and participate actively in articulating the purpose and goals of the leadership development activity. Recognizing the common purpose and mission of the group helps to generate the high level of trust that any successful collaboration requires.

### Controversy with Civility

It recognizes two fundamental realities of any creative group effort. The first reality is that difference in viewpoint is inevitable, and that such difference must be aired openly but with civility. Civility implies respect for others, a willingness to hear each other's views, and the exercise of restraint in criticizing the views and actions of others. This is best achieved in a collaborative framework and when a common purpose has been identified. Controversy (conflict, confrontation) can often lead to new, creative solutions to problems, especially when it occurs in an atmosphere of civility, collaboration, and common



purpose.

### Citizenship

It is the process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership development activity. To be a good citizen is to work for positive change on behalf of others and the community. Citizenship thus acknowledges the interdependence of all who are involved in or affected by these efforts. It recognizes that the common purpose of the group must incorporate a sense of concern for the rights and welfare of all those who might be affected by the group's efforts. Good citizenship thus recognizes that effective democracy involves individual responsibility as well as individual rights.

The social change model emphasizes on all the 7C's in creating social leaders. If all of these values are being imparted to an individual's characteristics, undoubtedly he or she will be a good social leader.

### Stakeholders Involvement in Social Leadership development

Development of social leadership is not an easy task. The above model can be helpful in this regard. But a list of important stakeholder's involvement is necessary. The important stakeholders of social leadership development are: family, community organizations, academic institutions, mass media and civil society, government and non government organizations. Each and every stakeholder has its own responsibility in the development of social leadership.

Family is the mother of all organizations. Therefore, family should play the prime role to teach social values to its members. Similarly community organizations, academic institutions also have important roles in this regards. Mass media and civil society can play in building awareness on developing social leadership by focusing on the 7 C's. Finally government needs to take the main responsibility to formulate different policies and programs in the achievement of the common goals of the society for which social leaders will be created. Non government organizations should work in their own ways for the development of



social leadership as a development partner of the government.

### Concluding Remarks

The social change model for leadership development encourages highly participatory and non-hierarchical leadership. It is one of the many possible models of leadership development in the literature. As of the authors of this model it is presented as a working framework that is subject to regular revision and refinement based on the experience of those who use it. However, different community development organizations working for developing leadership, especially among the youths in Bangladesh can get some important lessons from this social change model for leadership development. As well as, practitioners, youths and students may find certain elements in this model to be more applicable or relevant than others. But as it focused on highly participatory and non-hierarchical leadership, organizations working for social leadership development may need to make some modifications in accordance with their institutional missions and objectives.

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# Empowering Youth at Society: Leadership Development Program ICT Training

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Young people are the world's largest resource in development. Forty percent of the world's population is under 20 years. In some developing countries, youth constitute more than two thirds of the population. In Bangladesh one third of the population are youth. They are power house of nation. Any idea of national development is just myth without the active and meaningful participation of youth. Proper guidance and direction can bring them in the forefront of national development.

Information and Communication Technology (ICT) continues to drive a paradigm shift in the way the citizenry are mainstreamed in to national development of Bangladesh. It is therefore in this regard that the youth manifesto of Bangladesh, the innovative use of ICT's in promoting the active participation of the youth in national development. For more than half a decade "Digital Bangladesh" has become the new mantra of development. The widespread use of the term clearly signals the government's emphasis on the development of the information and communication technology (ICT). Accordingly, the government has formed a separate ministry in 2011 and has employed huge amount of resources in several projects to achieve the dream of digital Bangladesh.

Different government initiatives as well as the private sector and NGOs have significant contribution regarding the expansion of ICT in Bangladesh. Given the context, Counterpart International Leadership Development Program (LDP) has conducted special training titled "Youth leadership development and empowerment through ICT" to increase ICT knowledge and apply it in development process by youth



leaders. Selected youth leaders from regular training participated in this special training to learn basic concepts of ICT, computer network and internet, creation of email ID and its use, use of social media to run advocacy, right to information and general ethics in using ICT. In this period of time LDP has trained 700 youths on ICT at twelve districts.

Increasing interest of youth and growing demand of ICT gave a distinct outline of LDP in development arena. Learning of how to use ICT to submit education admission form, job application, uses of community radio and quick dissemination of information and submit petition to policy level is the unique for LDP participants. In this training also shared the knowledge of marketplace as outsourcing. We promote the leader on outsourcing job market and it has huge opportunity to income at home. In last year the Bangladesh earned \$20 million from this marketplace. Youths at the union level in Bangladesh who hardly think to do something through ICT are now planning to apply ICT commercially in their area after participating in LDP ICT training.

In ICT Training we also share the government initiatives and services on ICT as a2i, national portal, government apps and Union Digital Center (UDC). These UDCs are one stop service outlets operating in 4547 Union Parishads, the lowest tier of local government. At these centers, a citizen can get most government services like public exam results, downloading government forms, online application and university admission, population census data, livelihood or employment information and also photo and mobile phone services. We promote the leader to access this facility at root level. And our leaders is now receives the services and

*“I have no E-mail ID and don’t know about online Job Application Systems at ICT Training, I opened an E-mail ID and learn online Job Application System”*

*Tahmina Akter - Youth Leader,  
Saherkhali Union, Mirsharai,  
Chittagong*



share the services of UDC to community people,

We believed that, ICTs can engage and motivate youth to get involved in developing and learning about their communities and thus forge increased commitment and empowerment. For instance, citizen journalism, user-generated content, reporting, and neighborhood videos and music are attractive and constructive ways to get youth engaged in positive local development processes. Our biggest achievement is that we have created a generation mentally ready and fit for adopting any technological challenge and receives benefits from ICT.



*An ICT Training at Ramu, Cox's Bazar in Dept. of Youth Development Training Center*





# Leadership Development Program of YPSA : Evidence for Changes the Society by Youth and Community

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## Background

Countless examples of great leadership surround us. We all could recall significant people who have touched us or who have had a lasting impact on our lives by pushing us, motivating us to be our best, believing in



us, and inspiring us. Leadership happens every day. Despite claims to the contrary, leadership remains a pivotal necessity at every level and in every place: in families, organisations, political parties, countries, and beyond... With or without formal or positional authority, leaders and leadership are there in every walk of life. What's more, good leaders can be bred and leadership can be developed.

According to the idea of transformational leadership, an effective leader is a person who does the following:

- | Creates an inspiring vision of the future.
- | Motivates and inspires people to engage with that vision.
- | Manages delivery of the vision.
- | Coaches and builds a team, so that it is more effective at achieving the vision.

Leaders must ensure that the work needed to deliver the vision is properly managed - either by themselves, or by a dedicated manager or team of managers to whom the leader delegates this responsibility -



and they need to ensure that their vision is delivered successfully.

So, Leadership means different things to different people around the world, and different things in different situations. For example, it could relate to community leadership, religious leadership, political leadership, and leadership of campaigning groups. Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to "win" as a team or an organization; and it is dynamic, exciting, and inspiring. Yet, while leaders set the direction, they must also use management skills to guide their people to the right destination, in a smooth and efficient way. Therefore, leadership is proactive - problem solving, looking ahead, and not being satisfied with things as they are. Once they have developed their visions, leaders must make them compelling and convincing.

Social Development Organization YPSA (Young Power in Social Action) has been implementing Leadership Development Program (LDP) at Sitakund and Mirsarai upazila of Chittagong and Ramu upazila of Cox's Bazar district since November, 2013 to January, 2016. The youth community makes up half of the world's population. With a view to create world wide awareness about this youth community and to ensure youth participation in development programs, the UN General Assembly on 3rd November 1978, according to its resolution no. 33/7, declared the years 1981-90 as Youth Decade and 1985 as International Youth Year. Being inspired by spirit of International Youth Year some socially conscious youths of Sitakund Upazilla under Chittagong District of Bangladesh began to motivate and organize the youth community to establish a development organization. In this way on 20th May 1985 by active initiation of the socially conscious youth, a social development organization called YPSA (Young Power in Social Action) began its course of participation in the development process. The vision of YPSA is a "society without poverty where everyone's basic needs and rights are ensured." and its mission is "to participate with the poor and vulnerable population with all



commitment to bring about their own and society's sustainable development". YPSA is registered with various departments of the People's Republic of Bangladesh. YPSA is the full member of ECOSOC (Organization in Consultative Status with the United Nations Economic and Social Council), INFOYOUTH Network of UNESCO-INJEP. It was awarded International Youth Peace Prize'99 for its outstanding contribution in the development arena. At present YPSA's direct program interventions reach in Greater Chittagong Division (including Chittagong Hill Tracts) and Dhaka District. Besides, YPSA doing country-wide and regional campaigning through its advocacy initiatives and joint program with grassroots NGOs through its Networking & Strategic Linkage Unit. Currently YPSA is working for and with a total of 9 million (estimated) disadvantaged and vulnerable people.

### Goal of the Leadership Development Program

The Leadership Development Program in Bangladesh is a project of Counterpart International Inc. funded by the United States Agency for International Development (USAID). The project will directly benefit 24,000 elected officials, members of the media, religious and community leaders, and youth aged 18 to 35 across 16 districts in four divisions of Bangladesh. The Leadership Development Program through implementing partners, involved the train community leaders in participatory appraisal, mobilize them for community development initiatives, establish a leadership mentor network and organize events. It also strengthen youth training centers, create a youth activist network, facilitate internship opportunities, support youth policy initiatives, and train youth in policy action, informed citizenship and communications.

The goal of the Leadership Development Program is to increase capacity and participation of citizens to effectively and actively engage in democratic processes and to enhance community development. This goal is framed by two integrated programmatic objectives: (1) to build the capacity of community leaders to become change agents for



democratic processes and development; and (2) to build the capacity of youth to become change agents for democratic processes and development. Ensuring equal gender participation, LDP has been worked to identify the barriers of women's active participation and undertake every opportunity to ensure gender equity.

YPSA interested to work with Counterpart International for the Leadership Development Program because of aiming to increase citizens' capacity and participation in community development and democratic processes whereby every leader both community and youth play as change agents for the society. Keeping the sense above Leadership Development Program now playing a vital role providing training to leaders from the community. The program train and supports youth and community leaders while strengthening their ability to identify development priorities, make decisions and communicate their interests to the government. So, there were two groups at Leadership Development Program at once youth leaders, who aged 18-35 Years another one is community leaders who aged 36-60 years. At youth leaders they will make advocacy for income generation activity, disaster management, environmental conservation and management, social development finally act as an agent of change in community. In community leaders they also make advocacy for ensuring democracy and good governance at community also take some initiative on social development.

Leadership Development Program implementation relies on a unique social partnership model, which engages stakeholders including local government bodies, civil society organizations (CSOs), NGOs, the private sector, media, and other local parties. Together, these stakeholders contribute priorities and ideas in consultative forums that create a community-driven approach to identifying and addressing local development problems.

The program builds leadership skills in participatory assessment and strategic planning, and creates a cadre of community leaders embedded in CSOs who are capable of promoting, sustaining and replicating development initiatives that protect citizens' interests over



the longer term. These community leaders receive training and access to grants that allow them to apply their learning and skills in practice and demonstrate leadership within the context of their communities through design and implementation of community development projects.

## Objectives of the Leadership Development Program

Leadership Development Program has been implementing in Chittagong region by YPSA with the following intentions :

- ▮ Building the capacity of community leaders to become change agents for democratic processes and development, and increasing the capacity of youth to do the same.
- ▮ Livelihoods and economic development of stakeholders
- ▮ Increases the services on nutrition, health and humanitarian services
- ▮ Government and civil society strengthening.

So, therefore, Leadership Development Program (LDP) is multidimensional program which is a scope of learning knowledge on different sector e.g. social development, planning process etc. Leaders both community & youth are being benefited in different sectors. So, therefore it strongly believes this knowledge can easily change the society. They are not now static, they are more active. Every leader can work as change maker.

## YPSA Journey for Leadership Development Program

After submission of project proposal and all kinds of necessary activities Counterpart International Bangladesh awards this grant agreement to YPSA for implement this program at Sitakund upazila of Chittagong for the year of 2013-



2014 for work together to strengthening the leadership potential for the adults and youth in Bangladesh under the Leadership Development Program. An Official Award letter was signed between Mr. Steven LaVake , Chief of Party , COUNTERPART International Bangladesh and Md. Arifur Rahman , Chief Executive of YPSA on September, 2013 . During the partnership signing meeting Mr. Mir Rakib Ahsan , Deputy Chief of Party and Mr. Md. Eklas Uddin , Community Leadership Manager of the COUNTERPART International Bangladesh and Mr. Mahabubur Rahman , Director (Social Development ) of YPSA were also present .

### First Year Activities of YPSA-Leadership Development Program

#### i) Organization Staff Orientation Meeting:

The first year of YPSA-Leadership Development Program started from November, 2013 and ended on September, 2014. YPSA recruited 10 staffs for implement the Leadership Development Program including Project Coordinator, Program Officer ( M &E), Accounts Officer and 7 Program Officer (Training and Community Mobilizer) and organized day long session for staff orientation on 13th November 2013 at YPSA head office meeting room, chaired by Mr. Mahabubur Rahman, Director- Social Development Programs YPSA. Mr. Arifur Rahman, Chief Executive, YPSA, was present as chief guest while Mr. Palash Chowdhury Director Finance, Mr. Murshed Chowdhury, Director, Economic Development and others senior officials of YPSA were present and as special guest at the event. In this orientation session staffs briefed on YPSA activities in length. By this orientation session project staffs have been able to know the YPSA in details which will help them to get along with the organisational culture and rules.

#### ii) Orientation on Leadership Development Program:

Counterpart International organized day-long workshop for all the new implementing partners from Chittagong region at Cox's Bazar on 20th November, 2013. During the workshop all participants



introduced with following:

- | Introduction to Leadership Development Program,
- | What are the processes for the Leaders selection and its criterion,
- | Key issues to consider & follow the processes.
- | Leader selection and facilitation guidelines
- | Then there was discussion on using of formats and data entry process as well as exercised,
- | Discussed on monitoring of Leaders section process, Planning and
- | Field schedule.

### iii) Leaders Selection and Training for Youth and Community Peoples

YPSA decided for inform the 7 Union Parishad, Sitakund upazila administration, Department of Youth Development, Chittagong for inform the Leadership Development Program. After individual meeting with all the stakeholders YPSA officially handover the letter to respective stakeholders.

According to the guideline of youth and community leaders selection by Counterpart International YPSA officials did comprehensive steps for different steps like: a) Community area visit for connection of grassroots communities and introduction of the program, prepare the short list of social influencers, organization and other responsible persons and Meet with council Chairman, members and other social responsible persons and introduce with our program; b) by Transect walk we gathered knowledge on Geo-environmental location and relative distance from of working area; create a mutual relation with local community and know the locations and information on important infrastructures (educational, religious, cultural, administrative) of study area; c) Social Mapping help us for build up idea about the project areas (seven unions) and located Potential leaders location and some other important structure (natural, cultural) in these social maps; in this section we prepared the potential list of leaders as fifteen youth and fifteen community leaders and lastly plan and design for organizing 2nd



meeting at ward level to fill up the potential participants database form and participants consent letter; d) Ward level 2nd meeting help us for finalized 12 youth and 12 community leaders in each ward for training.

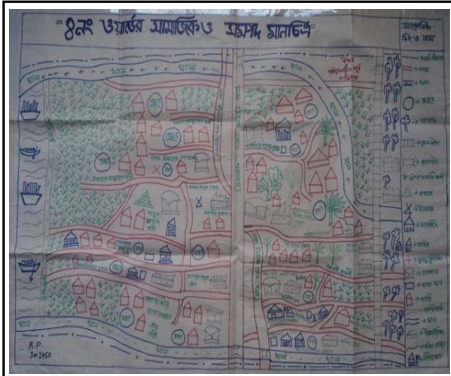
Photo Gallery



Moments of TOT by Counterpart International      Group Picture of TOT Participants from YPSA



Community visit for leaders selection      Community visit for leaders selection



Social Mapping by Youth      Participant Database Entry by the YPSA staffs



## Location & Target Coverage for the First Year

Beneficiary/TG coverage						
Name of District	Name of Upazila	No. of union/Ward	Categories	Direct	Indirect	Total
Chittagong	Sitakund	07 unions and 63 wards	Male	471	1800	2271
			Female	663	1600	2263
			Total	1134	3400	4534

### v Brief Description for Community and Youth Training

There have already been conducted nine days training dividing two parts at community level and youth level on various issues. Also conducted some none training activities;

#### => Training for Community Leaders:

- ┆ Two days training on Appreciative Inquiry for Community Leaders
- ┆ Three days training on Participatory Community Appraisal for Community Leaders
- ┆ Two days training on Community Development Issues and Initiatives for Community Leaders
- ┆ Two days training on Democracy and Good Governance for Community Leaders

#### => Training for Youth Leaders;

- ┆ Two days training on Appreciative Inquiry for Youth Leaders
- ┆ Three days training on Youth Action and Advocacy for Youth Leaders
- ┆ Two days Training on Youth Informed Citizenship for Youth Leaders
- ┆ Two days Training on Leadership and Communications for



## Youth Leaders

### ┆ Appreciative Community Mobilization 1(a)

YPSA started the youth and Community leaders training from the month of February, 2013 with title of first two days training program, 'Appreciative Community Mobilization (ACM)' conducted which was common for all leaders. From this training program, community and youth leaders were able to know about development and different stage of development, responsibilities of leaders in social development, concept of Leader and leadership, appreciative inquiry, positive attitude, needs assessment, planning, implementation and monitoring issues. We train up 1134 leaders in 7 unions in of the 567 are Community leaders and 567 are Youth leaders. We clustered 42 batches in of the 21 batches are Community Leaders and another 21 batches are Young leaders. Every batch was consists of 27 leaders of three wards. Training environment as well as training conduct approach were well and enjoyed most of participants.

### ┆ Appreciative Community Mobilization (ACM) 1(b)

The first phase 1(b) three days training program has been conducted separately. Participatory Community Appraisal (PCA) and Youth Action & Advocacy (YAA) were set for community leaders and youth leaders respectively. We trained up 1095 leaders in 7 unions in of the 555 are Community leaders and 540 are Youth leaders. From these training program youth leaders have known on union parishad (UP) & its services & roles and responsibilities, different method of PRA (e.g. matrix ranking and scoring), activities of the department of youth development (training related information), National Youth Policy 2003 and nation building department at upazilla level. On the other hand community leaders from the training of 'Participatory Community Appraisal' are now informed about participatory development, concept of participatory rural appraisal (PRA), elements of PRA, different methods and tools of PRA e.g. social mapping,



transect walk, changing trend, mobility map, Venn diagram, community score card, citizen report card etc., involvement of women in different sector as change agent (e.g. development activities, policy formation, ward meeting, budgeting etc.) and forum formation and its function. From the training - Community leaders realized that women participation is an integral part of any development activity. They are now more aware on this issue. In forum formation they made sure on satisfactory women participation.

#### | Community Development Issues and Youth Informed Citizenship

The 2nd phase two days training on Community Development Issues and Initiatives and Youth Informed Citizenship were set for community leaders and youth leaders respectively. We trained up 1085 leaders in 7 unions in of the 550 are Community leaders and 535 are Youth leaders. In of them 633 were women. From these training program community leaders are able to identify avenues for people's involvement in local government's development activities, understand their democratic and civic rights and responsibility, conflict management and negotiation, and identify areas of violence against women and roles of community leaders in this regard. They will also learn about team building and networking, development area and community initiative evaluation, resource mobilization, and finally community development plan implementation, management, monitoring and evaluation.

On the other hand youth leaders from the training of 'Youth Informed Citizenship' are now informed on the youth's roles on community development, their role in the democratic and governing processes of the country, good governance and civic rights and the roles and initiatives of youth. It also focuses on youth's information awareness, rights and usage, their role in prevention of violence against women, conflict management and negotiation, development area and youth initiative evaluation, resource mobilization, and finally community development plan implementation, management, monitoring and evaluation.

## 1 Democracy and Good Governance and Communication and Leadership Skills

The 3rd phase two days training on Democracy and Good Governance and Communication and Leadership Skills were set for community leaders and youth leaders respectively. We trained up 1074 leaders in 7 unions in of the 546 are Community leaders and 528 are Youth leaders. In of them 630 were women. The 3rd phase two days training program has been conducted separately. Democracy and Good Governance and Communication and Leadership Skills were set for community leaders and youth leaders respectively. From this training program community leaders are well informed on democracy and good governance, their existing avenues and practice by the local level service providers and evaluating the quality of service provision in a participatory manner. They also learns about practicing democracy and good governance in their development activities as well as advocacy, effective communication, identifying the avenues for good governance and implementing work plans.

On the other hand youth leaders from the training of 'Communication and Leadership Skills' focused on effective leadership and management skills. It covered the techniques of effective communication-interpersonal communication and feedback, medium and components of effective communication, organizing and conducting group meetings, negotiation, advocacy tools and campaign activities.

After getting these training , leaders both community and youth are applying their knowledge in their daily life and arranging encouragement program and take various initiatives at community level as;

### Social Development Activities by Youth and Community Leaders

Religious Education Enhancement Program at Kumira, Establishment of Women Prayer Environment in Mosque at Kumira, Reconstruction of Village Road at Kumira, Establishment of Bamboo Made Club at



Kumira, Supply Hand Gloves in Industries and Manufactories at Kumira, Establishment of Youth Club at Kumira, Drainage Congestion Management at Sonaichhari, Human Chain on Reconstruction of Coastal Dam at Banshbaria, Sitakunda, Chittagong, Human Chain on Coastal Embankment Reconstruction at Sonaichhari Union, Sitakunda, Human Chain and Discussion for Preventing on Child Marriage and Dowry System at Syedpur Union, Sitakunda, Chittagong, Discussion, Rally and human chain on Preventing Domestic Violence Against Women and Eve Teasing, Baraidhala, Rally and Human chain for Preventing Eve-teasing and Domestic Violence against women at Barabkunda Union, Sitakunda, Discussion and Campaign for increasing Youth Employment Opportunity at Muradpur Union, Sitakunda, Coordination Meeting with DYD official at LDP Youth Leader, Tree Plantation at Sonaichhari Union, Setup suggestion boxes at local service providing institutions at union level.

With the accordance of YPSA-LDP official, our leaders also participated and play a vital role for accomplishing others non training activity in different union as; Conduct service and governance monitoring tools at community level (CRP, CSC,SA), Advocacy meeting with union Parishad, Standing Committee Activation Meeting, Observe International Days (International Women's Day and Youth Day), Open Budget Meeting, Tax Fair, Best Practice sharing and future planning, Awareness raising on development issue through cultural performance, Exposure Visit at Divisional Youth Fair, Exposure Visit Within Area, Exposure Visit Outside Area-TOYMU-LDP Bandarban area.

The unique of this project is appreciative community mobilization training. From this training program, leaders were able to know about development and stages of development, about leadership, appreciative inquiry, positive attitude, how do avoid negative attitude, 5D, planning, implementation and monitoring issues. This training will help their to discover and explore their hidden capability and leadership in community respectively.



## PHOTO GALLERY



Community Mobilization Training for Youth leaders of Kumira, Sitakund



Community Mobilization Training for Community Leaders of Sonaichari, Sitakund



Training of Community Development and Initiative for Community leaders at Sitakund



Training of Youth Informed Citizenship Training for Youth Leaders of Sitakund



Group work during the training for Community Leaders



Group discussion during the training for youth Leaders



## PHOTO GALLERY



## ┆ Different Non-training activities

Non training activity can greatly enhance training results. In that consequence, Leadership Development Program have some non training activity as; Conduct service and governance monitoring tools at community level (CRP, CSC,SA), Advocacy meeting with union Parishad, Standing Committee Activation Meeting, Observe International Days (International Women's Day and Youth Day), Open Budget Meeting, Tax Fair, Best Practice sharing and future planning, Awareness raising on development issue through cultural performance, Exposure Visit at Divisional Youth Fair, Exposure Visit Within Area, Exposure Visit Outside Area-TOYMU-LDP Bandarban area.

### ┆ Conduct Service and Governance Monitoring tools at Community Level (CRP, CSC, SA)

To justify the good governance level or service satisfaction level of end user at existing service provide institutions at community, LDP leaders took initiative on conduct governance monitoring tools as community score card. Before that LDP leaders made more meeting and advocacy on respective person of that service providing institutions. This activity was happened all union in YPSA-LDP area in two times. By conducting CSC, LDP leaders figure out the service satisfaction level of end user as following indicators of good governance as; participation, accountability, rule of law, skills, responsibility. Equity etc. LDP leaders selected service proving institutions are Union Parishad, Education Institutions, Agriculture Office. After conducting CSC, LDP leaders manipulate the results. Aftermath, they submit the findings or suggestion on respective institutions. In that consequences. Union Parishad agree to install suggestion box at Union, to increase the service quality at community and ensure good governance.

### ┆ Advocacy meeting with union Parishad

This activity was conducted at five union of YPSA-LDP area which





was facilitated by respective official and supported LDP leaders. The meeting agenda was firstly to inform the UP body that LDP already has trained leaders, both youth and community. These leaders are skilled and can be included in any sort of community development work at community. Finally UP body assured that they will include LDP leaders in community development work. Another agenda for these meeting were to conduct regularly ward level meeting, open budget meeting at union. Also aware the UP bodies about tax fair and others related issues on local need base. Finally UP body agreed that the will conduct ward meeting, open budget, tax fair and other related issues on local need base. For promote and pro-active standing committee activation. YPSA-LDP respective official and LDP leaders organized an activation meeting in all Union Parhishad, with the presence of Chairperson, members and respective members in standing committee of respective union.

### Observe International Days (International Women's Day and Youth Day)

- o YPSA-LDP observed two international days as International Women's Day-2014 and International Youth Day-2014. YPSA-LDP organized and participated International Women's Day-2014 with various programs as; rally, discussion and fair. YPSA- LDP are trying to focus on women's right and progress made by them in the economic, social, political and other arenas. From this day observation, LDP leaders are able to create leadership among themselves that how to lead and control the events.
- o To introduce with the International Youth Day, August 12 among community people YPSA-LDP organized International Youth Day-2014 with various programs as; rally and discussion. To grow awareness on the efforts and initiatives taken by youth which can change the society. The focal point of the events was shown the problem, threat, opportunities and real situation of Bangladeshi youth. They can easily get opportunities to jointly work with UP



bodies and other government official. As they have introduced with some resourceful person, they can get help from those resourceful person whenever youth take initiative.

### । Open Budget Meeting

YPSA-LDP leaders in two unions were presence open meeting. YPSA-LDP leaders of Sayedpur Union made an argument on allocation of budget in road reconstruction as brick made at 09 ward in Syedpur Union. YPSA-LDP leaders of Bariyadhala Union were presence this meeting and they made argument to ensure the employment opportunity at this budget, argument a culvert construction and one km long road reconstruction on beside of railway.

### । Arranged Tax Fair

YPSA-Leadership Development Program arranged a tax fair with support of union parishad to create awareness on tax and taxation among the local community at six different unions of sitakunda, Chittagong. As the Tax fair was open to all, any visitor could ask up bodies and LDP officials /leaders about any type of query related to tax, people spontaneously participated in the fair. This fair was the first time arranged at community level of Sitakunda, Chittagong. Chairperson shared that UP will arrange regular tax fair at union level. The taxpayers want to see how the union parishad would spend their money. The taxpayers also expect the government to use their taxes judiciously.

### । Awareness raising on development issue through cultural performance

For awareness on various development issues as; preventing early marriage, stop eve teasing, prevent domestic violence, stop drug abuse, promote female education, promotes uses of ICTs, promote taxation etc. YPSA-LDP organized various cultural performances at community.



There were thirteen cultural programs was organized at seven different unions of Sitakunda LDP area.. Awareness raising issues were selected on the local needs of the unions. YPSA-LDP cultural team was scaled up through more orientation or trainings, so that they can conduct street performances at the ward level on various baring issues concerning community and national development. Local community people are aware on bad effect on various social evils as; early marriage, eve teasing, dowry, domestic violence on women, drug abuse etc. Local community people are aware on advantage of uses of ICTs, Taxation, Female Education and others positives issue.

### 1 Exposure Visit at Divisional Youth Fair

Divisional Youth Fair 2014. Department of Youth Development (DYD) of Chittagong arranged a three days youth fair aiming to explore the activities and making awareness regarding youth activities of DYD and non-government organization. On the other hand, the aim of exposure visit by Leadership Development Program (LDP) is to make encouragement and leadership build up through the visit to Divisional Youth Fair 2014. Leadership Development Program under the implementing partner of Young Power in Social Action (YPSA) gave a stall where books, journal, magazine, small documentation, pamphlet, leaflet, poster etc. were displaying as well. So the exposure visit which held with LDP youth leaders can be an example for leadership development program (LDP). Every youth can do and has ability to do anything if there is scope. They can motivate to disregarded community toward sustain society. Opportunity and scope have to be available whereby every youth can make dream for building up a beautiful future

### 1 Exposure Visit for leaders

YPSA-LDP organized six exposure visits within six different unions of sitakunda. Leaders met a sharing meeting and exchanged experience what they learnt and did for community development after receiving



training. Leaders were visited best initiatives of others union leaders. Leaders played a vital role to connect and create a strong network each other.

YPSA-LDP organized a two days long exposure visit in TOYMU-LDP Bandarban area. About 34 LDP leaders were participated this events. In of them 09 were womens. YPSA-LDP leaders met an introducing, sharing meeting with TOYMU-LDP official and leaders. YPSA-LDP leaders were visited TOYMU-LDP leaders initiatives at Kuhalong and Sowalong union of Bandarban.

The two days long exposure visit was structured to share the YPSA-LDP leaders on best initiatives of TOYMU-LDP leaders. First day, YPSA-LDP organized an introducing and sharing meeting with TOYMU-LDP officials. After YPSA-LDP leaders observing the life pattern and livelihood of different ethnics group in Bandarban. Leaders also enjoying the natural beauty of Bandarban.

### Facilitate internship Opportunities at YPSA

YPSA-LDP was facilitating 12 youth leader in internship activity. In of them 03 interns working development initiative for social change program of YPSA and rest of them are working at YPSA-Leadership Development Program.



## PHOTO GALLERY



Community Score Card Conducted at Sitakund



Advocacy Meeting with Union Parishad



National Youth Day Celebration at Sitakund



Appointed Interns from YPSAP-IDP



Community Initiative for Awareness raising on Early Marriage at Sitakund



Youth Initiative for against Dowry System by Youth leaders forum at Sitakund



## PHOTO GALLERY



Advocacy meeting for stop women violation at Sitakund



Advocacy meeting against eve teasing at Sitakund



Tax fair organized by YPSA-LDP at Sitakund



Tax fair organized by YPSA-LDP



Meeting with Department of Youth Development, Chittagong



Exposure visit for Youth



## v Women and Youth Engagement on Leadership Development Program

Women and Youth engagement is a key factor of leadership development program. Women and Youth engagement is a strategies, applied in program planning, assessment, design, implementation and M&E to consider gender norms and to compensate for gender-based inequalities. In that consequence, Women and Youth engagement is a major concern of Leadership Development Program. From the leader selection process to till now, throughout the whole year we have taken many efforts for gender integration in YPSA-LDP program to ensure equitable distribution of opportunities, resources and benefits to both women and men at all program activities.

There were eight events executed by our selected participants in different areas within our working area. There are several gender focused initiatives undertaken. All the activities were to ensure the rights of the women members of the respected community. Young people participated in all the activities, addressing their concern and responsibilities towards female of their localities. Most of the activities include awareness campaign linked with advocacy with local government representatives. These include, human chain, meeting with local stakeholders, local government representatives.

## v Challenges for implement the Program

We also faced various challenges at conducting training session and others activity as; very fact and tight time schedule, allocation of money is insufficient specially participant travel allowance, allocation of money is insufficient in tax fair, allocation of money is insufficient at awareness raising on development issue through cultural performance, unrest political situation at beginning of this program, natural calamity especially heavy downpour at rainy season, arrange training during fasting period at muslim community, It is difficult to keep the community leaders for six hours long, It is very hard to manage in some union parishad to organize tax fair and up committee



activation meeting. Due to time limitation and lack of support of respective service providing institutions at union, it is very hard to conduct service and governance monitoring tools at each ward, lack of suitable venue at ward level, hot atmospheric condition at summer season, electricity load shading, weak internet signal or connection etc. Despite various challenges, we are trying our best for filling up program goals and objectives. We also learnt lot on how do we overcome critical situation.

## Second Year Activities of YPSA-Leadership Development Program

After the successful completion of first year, Counterpart International has been selected YPSA for the second year of LDP from October, 2014 to September, 2015 which extended January, 2016. In this second year, YPSA selected 840 Youth leaders and 840 Community leaders in 17 Union Parishad's of Ramu upazila of Cox's Bazar, Sitakunda & Mirsharai upazila of Chittagong district. As part of the activity, setting participants selection criteria, development of participant selection guideline, development of appropriate tools like first year appropriate leaders have been selected for training participation

### Location in Second Phase

District	Upazila	Union
Chittagong	Sitakund	Sonaichari, Muradpur, Syedpur, Kumira, Barabkunda, Barialdhala,
	Mirsarai	Wahedpur, Mayani, Khaiyachhara, Saherkhali
Cox's Bazar	Ramu	Chakmarkul, Kower Khop, South Mithachhari, Fatekharkul, Joarianala, Rashid Nagar

### Orientation about the program for second year

YPSA organized a staff orientation session for all the newly projects staffs. Two days long organizational orientation was organized on 12-13th October 2014 at YPSA head office meeting room, chaired by Mr.





Mahabubur Rahman, Director- Social Development Programs YPSA, was present as chief guest while Mr. Palash Chowdhury Director Finance and others senior officials of YPSA were present and as special guest at the event. In this orientation session staffs briefed on YPSA activities in length. By this orientation session project staffs have been able to know the YPSA in details which will help them to get along with the organizational culture and rules.

Counterpart International organized two days long workshop from 15 October 2014 to 16 October 2014 for all implementing partners around Bangladesh. The workshop was facilitated by Mr. Rakib Ahsan, Chief of Party, Leadership Development Program of Counterpart International, Bangladesh, along with USAID representative and CPI officials. During the workshop the following issues were discussed:

- ┆ Introduction to Leadership Development Program,
- ┆ What are the processes for the Leaders selection and its criterion,
- ┆ Key issues to consider & follow the processes.
- ┆ Leader selection and facilitation guidelines
- ┆ Then there was discussion on using of formats and data entry process as well as exercised,
- ┆ Discussed on monitoring of Leaders section process, Planning, MIS and M&E.
- ┆ Field schedule.

After receiving a successful orientation on Leadership Development Program from Counterpart International, Bangladesh Young Power in Social Action (YPSA) organized two separate orientations in two different LDP offices. One orientation held at LDP Head office, YPSA-HRDC, Sitakunda on October 20, 2014 to October 21, 2014 where all program officer were present.

Another orientation was held on 22 October 2014 to 23 October 2014 in Ramu Upazilla at YPSA Training Center where all program officers including project coordinator was present. The prior issues that have been come in two orientations were about leadership development



program overall, inception letter submission to respected one, leader selection processes, field monitoring system, data collection, data entry etc. With the presence of all LDP officials the orientation program was a quite successful one. All program officers, both new and old were able to know about leadership development program and its working processes and tasks, which will help them to complete their assigned task smoothly.



## PHOTO GALLERY



TOT for LDP Partners arranged by Counterpart International



Orientation of leaders Selection for YPSA-LDP Staffs



Fill up Checklist for leaders selection by PO of YPSA



Social Mapping for leaders location find out at Ramu



Social Mapping by Community for leaders selection



Leaders Opinion for selection process at Mirsarai



## i) Leaders Selection and Training for Youth and Community Peoples

YPSA decided for inform the 10 new Union Parishads, Mirsarai and Ramu upazila administration, Department of Youth Development, Cox's Bazar for inform the Leadership Development Program. After individual meeting with all the stakeholders YPSA officially handover the letter to respective stakeholders. Throughout the Leadership Development Program timeline all the stakeholders provide all kinds of support to YPSA for successfully implementation of the program. According to the guideline of youth and community leaders selection by Counterpart International like first year YPSA officials finalized 12 youth and 12 community leaders in each ward for training. As like this 1680 youth and community leaders have been selected for the training and among them 910 are males and 770 are females.

## v Appreciative Community and Youth Leadership Training

The 4 days training program dividing two parts at community and youth level which name is "Appreciative Community Leadership" and "Appreciative Youth Leadership". From this training program, community and youth leaders were able to know about development and different stage of development, responsibilities of leaders in social development, concept of Leader and leadership, appreciative inquiry, positive attitude, needs assessment, planning, implementation and monitoring issues.

From the training program youth leaders have known on Union Parishad (UP) & its services & roles and responsibilities, different method of PRA (e.g. matrix ranking and scoring), activities of the department of youth development (training related information), National Youth Policy 2003 and nation building department at upazilla level. On the other hand community leaders from the training of 'Participatory Community Appraisal'.



From the leadership training community and youth focused on effective leadership and management skills. It covered the techniques of effective communication - interpersonal communication and feedback, medium and components of effective communication, organizing and conducting group meetings, negotiation, advocacy tools and campaign activities. After getting these training, leaders both community and youth are applying their knowledge in their daily life and arranging encouragement program and took various initiatives at community levels.

#### v Training on Youth Informed Citizenship and Development Issues

The 2nd phase training conducted two days training on Development Issues and Youth Informed Citizenship were set for community leaders and youth leaders respectively. Leadership training on Youth Informed Citizenship motivates community people to learn about Leadership Development Program (LDP) and encourage them to lead positive movements in light of development context. Through this training, young leaders are capable of creating opportunities for the society by exploring their capacity and existing resources. Learning on democratic and youth rights, women and youth entrepreneurship, right to information and use of ICT in youth development, promotes the emergence of youth leaders in the community.

From these training program community leaders are able to identify avenues for people's involvement in local government's development activities, understand their democratic and civic rights and responsibility, conflict management and negotiation, and identify areas of violence against women and roles of community leaders in this regard. They will also learn about team building and networking, development area and community initiative evaluation, resource mobilization, and finally community development plan implementation, management, monitoring and evaluation.

On the other hand youth leaders from the training of 'Youth Informed



Citizenship' are now informed on the youth's roles on community development, their role in the democratic and governing processes of the country, good governance and civic rights and the roles and initiatives of youth. It also focuses on youth's information awareness, rights and usage, their role in prevention of violence against women, conflict management and negotiation, development area and youth initiative evaluation, resource mobilization, and finally community development plan implementation, management, monitoring and evaluation.

#### v Democracy and Good Governance and Communication and Leadership Skills

The 3rd phase three training on Democracy and Good Governance and Communication and Leadership Skills were set for community leaders and youth leaders respectively. From this training program community leaders are well informed on democracy and good governance, their existing avenues and practice by the local level service providers and evaluating the quality of service provision in a participatory manner. They also learn about practicing democracy and good governance in their development activities as well as advocacy, effective communication, identifying the avenues for good governance and implementing work plans.

On the other hand youth leaders from the training of 'Communication and Leadership Skills' focused on effective leadership and management skills. It covered the techniques of effective communication-interpersonal communication and feedback, medium and components of effective communication, organizing and conducting group meetings, negotiation, advocacy tools and campaign activities.

After getting these training, leaders both community and youth are applying their knowledge in their daily life and arranging encouragement program and take various initiatives at community



level as;

## 17 Union Development Forum Established

YPSA formed 17 Union Development Forum at all the working area of Leadership Development Program with the participation of LDP Youth and Community Leaders with the electoral process by the participation of respective union. This Union Development Forum formed to increase the people's participation and supporting hand with local Union Parishad for community development initiative. All Union Parishad Chairman moderated the meeting and help for facilitated the electoral process election.

YPSA-LDP trained up 2814 leaders in Ramu, Sitakund and Mirsarai upazila who are now applying their knowledge in their daily life and arranging encouragement program at community level like observing various national days and take various initiatives on local need base. They have successfully completed several activities with the help of LDP personnel. So, Union Development Forum established with such an experience that can easily change the society. They are not now static, they are more active. Every leader can work as change maker.



## PHOTO GALLERY



Appreciative Youth Leadership Training at Mirsarai



Appreciative Community Leadership Training at Ramu



Youth Informed Citizenship Training



Development Issue Training at Mirsarai



Democracy and Good Governance Training at Mirsarai



Communication and Leadership Training at Ramu



## PHOTO GALLERY



Union Development Forum (UDF) formation at Sitakund



Meeting for formation of UDF at Sitakund



Union Development Forum at Mirsarai



Monthly meeting of Union Development Forum at Ramu



Meeting UDF and UP Standing Committee at Sitakund



UP Orientation for Leadership Development at Mirsarai



## Union Parishad Orientation Program for Leadership

YPSA-LDP organized 10 Union Parishad Orientation for 2 times in Ramu, Cox's Bazar and Mirsarai upazila, Chittagong for local leadership development from and present status of leadership activities. The objective of the orientation were information sharing of stakeholders of local Union Parishad about the LDP activities, coordination increased between Union Parishad and union development forum in public participation activities, identification of peoples participation in different activities of community service providers agencies and support for integrated planning developed between Union Parishad, service providers and union development forum in community development and peoples participation related program. In all Union Parishad Orientation program respective Union Parishad Chairman, Secretary, 12 Ward Members, 9 service providers' agencies officials, Community and Youth leaders and other LOI representative were attended and actively involved in the orientation program. During the orientation program respective Union Parishad Chairman inaugurated the orientation program.

## ICT Training for 210 Youth leaders

YPSA-Leadership Development Program organized ICT related training with the support of Counterpart International at three LDP working areas of Cox's Bazar and Chittagong district. 210 youth leaders under 6 batches of ICT training on "Youth Leadership Development and Empowerment through ICT" successfully completed for aiming to promote ICT into community development and proper utilization of ICT knowledge to empower themselves.

The first batch of ICT training held on December 21, 2015 at Youth Training Center of the Department of Youth Development of Cox's Bazar. Mr. Mohammed Sanaullah, Deputy Director of DYD inaugurated with presence of Counterpart International official and



YPSA official. ICT training for youth leaders of Sitakund started on 10th January, 2015 at YPSA-HRDC, Sitakund. The training was inaugurated by Ricardo Nass, Professor of Architectural Association, School of Architecture, London. Mirsarai upazaila based ICT training inaugurated by Upazila Youth Development Officer of Mirsarai on 14th January, 2015. The training ended in Khayachara union, Mirsarai on 16th January with the participation of Md. Eklash Uddin, Community Specialist, Counterpart International. After completing the training, each participant got t-shirt, pen drive (8 GB) and other facilities as training materials. All 6 batches of ICT training on above issues facilitated by Bebek Kanti Das, ICT Ambassador and Program Officer of YPSA-LDP and ICT expert from the Department of Youth Development. Md. Mahabubur Rahman, Director (Social Development Program), Syed Assraf Ullah, Project Coordinator and Prabal Barua, Program Officer of YPSA observed and monitoring all 6 batches of ICT training.

#### Advocacy Meeting with UDF and UP Standing Committee

For promote and pro-active standing committee activation, newly formed Union Development Forum by YPSA-LDP leaders arranged discussion program Sitakund, Mirsarai and Ramu upazila . This advocacy meeting held on respective union parishad with the presence of Chairperson, members and respective members in standing committee of respective union. From this meeting participants introduce the responsibility of existing standing committee and look into present activities of standing committee and how can proactive existing committee activation. A agenda of the meeting was informed the UP body that LDP already has trained leaders, both youth and community. These leaders are skilled and can be included in standing committees. Finally Chairperson of respective union praises on LDP activity and ensure, union parishad will activate all standing committee and also take necessary changes or reform in existing committee for promote good governance at union parishad.



LDP leaders participate in the coordination meeting with Govt. Officials

Young generation is the best hope for making modern Bangladesh in future. So they should be well educated and well trained for getting employment opportunity. Leadership development program of YPSA is increasing the capacity of youth and participation of youth engagement in democratic processes effectively and actively as well as to enhance community development in Chittagong. I am expecting the great success of this project" said Deputy Commissioner of Chittagong Mr. Mesbah Uddin while he was present as chief guest in a coordination meeting of Leadership Development Program Leaders and different Govt. departments organized by Department of Youth Development, Chittagong with the support of Counterpart International. The coordination meeting was held at the Conference hall of Youth Centre, Department of Youth Development, Haliashahar, Chittagong on December 3, 2014. Mr. Mokhlesur Rahman, Deputy Director, Department of Youth Development, Chittagong presided over the meeting while Md. Safiul Azam, Regional Manager, Karmasangstan Bank, Chittagong was present as special guest. Importantly, after the successful completion of first phase, Counter Part International extended this project for the second phase. Md. Shafiul Azam, Regional Manager, Karmasangstan Bank, Chittagong, Ms. Arpana Dey, Program Coordinator, Youth Training Centre, Chittagong, Md. Shahidul Islam, Senior Trainer, Department of Youth Development, Chittagong, Subrata CHowdhury, Deputy Director, Department of Family Planning, M. Shahid Miah, Department of Cooperative, Imrul Hasan, Department of department of Narcotics Control, Chittagong answered different questions raised by LDP leaders in the open discussion session.

Upazila Development Forum Established

YPSA-Leadership Development Program established Ward Youth and



Community Forum in all the working area. After that these ward committee combine formed the Union Development Forum with electoral process. As a general community leader become the president of Union Development Forum. Union development Forum meeting with Union Parishad and Standing Committee also. This committee sit in a meeting bimonthly for identify the problem and find out the way of problem. Then to accelerate the youth and community peoples' involvement in the democratic process and social development with the joint function of local Govt. administration YPSA formed 3 Upzila Development Forum in Sitakund, Mirsarai and Ramu upazila recently. The members of these Upazila Development Forum came from respective Union Development Forum.

### Day Observation

YPSA observed National Youth Day on first week of November, International Youth Day on 12th August, World Radio Day on 15th February, World Environment Day on 5th June, National Disaster Preparedness Day , International Women Day on 8th March, and International No Tobacco Day on 31st May, World Health Day on 7th April in the working area. Besides, LDP youth and community leaders observed National Victory Day, Independent Day, International Mother Language Day from their own initiative.



## PHOTO GALLERY



National Youth Day 2015 Celebration at Sitakund



International Youth Day 2015 Celebration



ICT Training moments at Ramu



ICT Training moments at Sitakund



Moments of Community Score Card



Skype Conversation with Youth leaders of Rajshahi



## USAID team visits YPSA-LDP activities at Mirsarai and Sitakund

A high official team from USAID visited YPSA-Leadership Development Program at Sitakund and Mirsarai Upazila from 6 to 8 July, 2015. The USAID team comprised of Ms. Sherina Tabassum, USAID Governance Advisour, Kazi Tahmina Haque, USAID Financial Analyst; Mutaher M. Hossain, USAID (OAA).

Md. Arifur Rahman, Chief Executive of YPSA welcomed them at the YPSA-HRDC Campus, Sitakund on July 5. Visitors discussed with youth leaders of Sitakund upazila for sharing their experiences and different activities after receiving the training on Appreciative Youth Community Mobilization, Youth Actions and Advocacy, Youth Informed Citizenship and Leadership Communication skills during the first phase of the project. Youth leaders told that their behavior and attitude had changed, employment opportunities and social responsibilities had increased and peoples completely changed their views after receiving the training provided by Leadership Development Program of YPSA.

USAID and Counterpart International team then visited Muradpur Union of Sitakund and discussed with Community Leaders about their experiences and best practice after receiving LDP training. Community leaders said that they had participated 9 days training on Appreciative Inquiry Participatory Community Appraisal, Community Development Issues and Initiatives and Democracy and good governance issues. After the discussion they observed the Shekh Ali Hazi Road construction where major role contributed by YPSA-LDP Youth and Community leaders.

USAID team observed the training session of Appreciative Community Leadership Training at Wahedpur and Youth Leadership Training at Mayani Union on 7th July. Md. Mahabubur Rahman, Director (Social Development Program) and Syed Assraf Ullah,



Project Coordinator of YPSA welcome them in the training session. They talked with training participants of community and youth leadership in the training session. Mr. Salauddin Selim, Chairman of Wahedpur Union Parishad discussed with them about the communities of Wahedpur Union and expressed his acknowledgement. While visiting Youth leadership training in Mayani Union, Mr. Kabir Ahmed Nijami, Chairman of Mayani UP has given them warm reception. Sardar Arif Uddin, Director ( Program), Counterpart International ; Mehenaz Morshed, Program Officer, Counterpart International; Md. Arifur Rahman, Chief Executive, YPSA and Md. Mahabubur Rahman, Director (Social Development Program) were present with the USAID team

#### Union Leaders Convention at Sitakund, Mirsarai and Ramu

Union Leaders Convention arranged in the 17 Unions of that 3 upazila that are YPSA-LDP working area. The leaders constitute Ward Youth and Community forum, Union Development Forum and also meeting with UP Standing Committee. They are now organized with different social development activities and also different program with YPSA and other social development organize. YPSA organized this leaders convention for together work with leaders and Govt. administration. In the meeting Leaders give their opinion on some development programs implemented by them and more demand with local government administration. Chairman of respective union appreciate the initiate of leaders convention and give all kinds of support to youth and community leaders for any kinds of activities.

#### Mentorship Training and Community Score Card

Mentorship training for mentors who provide necessary support for training to youth and community leaders held in Sitakund by YPSA-LDP. This training help them increase their capacity skill for training and this will help trainers for community and youth leaders. The mentors come from different Govt. department who already give the





training for communities and youth leaders.

Community Score card done by community peoples in the 12 areas of Sitakund upazila. This help them define their social mapping and resource area where peoples mostly visited the place and the important communication spot for support take anything.

┆ LDP Officials and other 4 leaders honored as "Joyeeta Woman"

Ms. Jesmin AKter, Program Officer of YPSA-Leadership Development Program has been honored as "Joyeeta Woman" for her 20 years outstanding contribution on social development and human rights, in an occasion arranged by Women Affairs Department with the support of Sitakund District Administration at the Sitakund Upazilla Conference Hall . The program was arranged in observance of the Rokeya Day 2014 and International Women Repression Prevention Fortnight 2014. The Ministry of Women and Children Affairs undertook the program titled 'Joyeeta'. Besides, Ms. Aleya Begum, Community leader of Muradpur union, Alfatun Nahar Mitu, youth leader of SOinachari, Ferdous Ara, Community leader of Barabkund and Rina Akhter, youth leader of Syedpur union of Sitakund upazila honored as "Joyeeta Women" from 2013 to 2015 for their extra ordinary contributions in different fields for development of the society in five categories as following 1. Economic success 2. Education and employment 3. Successful mother 4. Prevention of repression 5. Social development.



## PHOTO GALLERY



USAID team visit Sitakund area for leaders activity



USAID team observing the Training at Mirsarai



Union leaders Convention at Sitakund



Mentorship Training for Trainers at Sitakund



Jesmin Akhter Awarded as Joyeeta women



Union leaders Convention at Mirsari



## National Dialogue on "Development of Social Leadership at Local Level & Sustainable Development" held at Dhaka

"The country is moving forward. Despite many obstacles, our national GDP is around 6.5%. I think the growth will increase to 7 near future. Problems remain in the society, but the real remark is whether we identify the problems and find the proper way to solve them. If we look at the present policy framework, we will realize that we are making progressive planning and taking steps. Leadership is the first stair in order to define the goal and sort the work scope. What I belief is that the ethical beliefs and values of leaders are essential for success." said PKSF Chairman Dr. Qazi Kholiquzzaman Ahmad while he was present as chief guest in a National Dialogue on "Development of Social Leadership at Local Level & Sustainable Development" organized by YPSA with the support of Counterpart International and USAID held on 27th January '16 at CIRDAP International Centre, Dhaka.

Md. Arifur Rahman, Chief Executive, YPSA presided over the program. Mir Rakib Ahsan, Chief of Party, Counterpart International; Ershad-Ur-Rashid, Director, Department of Youth Development, SM Jahirul Alam, Bureau Chief, Voice of America, Zakia K Hasan, President, Women for Women and Executive Director, Dipto Foundation for Gender and Development were also present in the dialogue.

Ershad Ur Rashid, Director of Youth Department said, some young people receive training from department of youth but some of them cannot utilize it properly. They should learn how to exploit their skill in their professional life. Besides, government representatives should be more aware of the opportunity to let youth play their role.

Chief of Party of Counterpart International Mir Rakib said, Leadership Development Program may have a specific duration, but the concept of social leadership development will remain. YPSA will always be with this type of initiative. Bangladesh's representation to Global Youth Leadership is very little which need to be increased, said Rezaul Karim Babu from



HOPE'87. President of Women for Women Zakia said, many steps have taken from the government level. However, the attitude towards women involvement should be changed. Woman must be considered as human resource.

Sayed Ashraf Ullah, project coordinator has given the welcome speech and Md. Mahabubur Rahman, Director (SDP), YPSA has presented the keynote paper. A 10-minute video documentary on YPSA's development work has been shown before the dialogue started. After that, representatives from YPSA's working area presented some case studies and shared their experiences. They also expressed their opinions in the open discussion.

Representatives from different print and electronic medias, civil society, students and teachers of universities and YPSA members participated in the program.

### Round table meeting with Daily Prothom Alo held at Chittagong

Honesty is essential to a leader's legitimacy, credibility, and ability to develop trust with followers. The society will be advanced with the proper guidance of hardworking and intelligence leaders by behind the darkness and all kinds of old minded thought. Integrity and openness are essential to developing trust, and without honesty a leader cannot gain and maintain the trust needed to build commitment to a shared vision. To grow a better leadership from a man there should be vital responsibility of family, educational institution and society. Cultural awareness is also necessary for effective leadership growth. Speakers said in roundtable meeting jointly arranged by YPSA and Prthom Alo with the support of Counterpart International and USAID.

The round table meeting was held at the Daily Prothom Alo Office, Chittagong on 19th January, 2015. This event was moderated by Acting Bureau chief of Daily Prothom Alo Chittagong office Mr. Bishajit Chowdhury.



Md. Arifur Rahman, Chief Executive of YPSA said, YPSA is implementing the leadership development program in Sitakund and Mirsarai Upazila of Chittagong and Ramu Upazila of Cox's Bazar district. We have trained 2814 youth and community peoples as leaders through our program who are now acting as change maker in the society. In the round table meeting, Md. Shah Alam, Youth Development Officer of Sitakund; Dr. Obaidul Karum Dulal, Professor of Department of Sociology, Chittagong University; Dr. Amir Md. Nasrullah, Associate Professor, Public Administration, Chittagong University; Md. Jahangir, Secretary, Bangladesh College Teachers Association, Principal of Bijoy Sarani University College; Mrs. Anowara Alam, Ex Principal Agrabad Mohila College; Adv. Rehana Kabir Ranu, President, Fight for Women Rights and Ex Councilor of Chittagong City Corporation; Engineer Delowar Majumder, President Concern Citizen Committee-Chittagong and Ex-President IEB-Chittagong; H.M Tajul Islam Nizami; Union Parishad Chairman, Syedpur Union of Sitakund; Md. Mahabubur Rahman, Director (SDP) of YPSA; Sala Uddin, Chairman of Wahedpur Union, Mirsharai; Aleya Begum, Member of UP and Entrepreneur of Sitakund; Mainul Hasan Tipu, youth leaders of YPSA and Entrepreneur of Mirsharai were participants and share their opinion about social leadership and role of economic development of Bangladesh.



## PHOTO GALLERY





## PHOTO GALLERY



YPSA-Leadership Development Program team was awarded by Counterpart International

YPSA-Leadership Development Program (LDP) team participated in a 5-day TOT program for Phase-11 and Phase-11 training and non-training activities at Hotel Sea Palace in Cox's Bazar from 14 to 19, October 2015 organized by Counterpart International and funded by USAID. In this TOT Program YPSA-LDP team was awarded for their magnificent performance. The personnel who was awarded as follows:

- Syed Assraf Ullah (Awarded for Best Facilitator-Training-Team-02)
- Bijoy Shankar Barua (Awarded for Best Facilitator-Training-Team-01)
- Jannatul Ferdous Sohag (Awarded for Best Facilitator-Training demonstration)
- Jesmin Akter (Awarded for Social Initiative facilitator -Follow up area)
- Gowri Bala Bhowmik (Awarded for Social Initiative facilitator -Follow up area) and
- YPSA Team (Awarded for best Stage Performing Team).





## PHOTO GALLERY



Certificate distribution to Youth and Community leaders of Mirsarai



Leaders showing their certificates



Union Leaders Convention at Ramu



Rally in Union Leaders Convention at Mirsarai



Upazila Leaders Convention at Ramu



Upazila Forum Formation at Ramu



## PHOTO GALLERY



Tree Plantation by Leaders of Sitakund & YPSA



Union Parishad orientation for local leaders development at Ramu



Discussion with Youth leaders about Youth Policy Review at Sitakund



Rally and Discussion meeting of Youth leaders of Mirsarai about sustainable environment



Group Work in the Community Training



Group Work in the Youth Training

## । Some Outstanding Activities of Youth and Community Leaders

YPSA-LDP youth and community leaders performed different social development activities at Sitakunda follow up area and New working area at Ramu and Mirsarai upazila. Tree plantation a road side, school premises, hospital side in all the working area, ion Reconstruction of Village Road, Provide lighting at Mosque, support for poor student education, establishment of Youth Club, Start the School, village road repairing, mosque construction, entrepreneurship, electricity generate, bridge and culvert reconstruction and new preparation, Stop early marriage and prevent dowry system at Sitakund, Human Chain for peaceful Bangladesh, Survey and volunteerism for disaster risk reduction at Ramu, Sports, training support from DYD, and so many work conducted by them during one year. With the accordance of YPSA-LDP official, our leaders also participated and play a vital role for accomplishing others non training activity in different union.



## r Impact of Leadership Development Program

### i) Individual Leadership Impact on Women

**Leadership Development :** Women's individuals are actively promoting the leadership development of others through Self-Awareness, Reflective Capacity, and Understanding of themselves etc. Individuals know their strengths and limits as a leader. Individuals have the ability to evaluate myself.

**Personal Development :** Women's are more capable of acting in accordance with their deepest values through Leadership Development Program. Women's leaders are acquired on working and effective balance between personal life and professional life and those values. Family relation improved. Women's have made a personal commitment to the creation of healthy communities

**Perspective Development :** Women's have a greater understanding of their community and their concerns within local, regional, national, and international Contexts. Individuals have a wider perspective of issues facing their country and the world.

**Professional Development :** After receiving Leadership Development Program training, womens individuals carrier, vision, goals and objectives was enriched. And develop the confidence to work with community in consideration with various challenges. Individual likelihood also increased not to burning out.

**Skill Development:** Women's have individuals developed new, or improved existing, skills that enhance their ability to lead? (e.g., facilitation, strategic planning, problem-solving, training, team-building, goal-setting, fund development, conflict resolution, etc.), have developed management skills.

**Collaboration/Partnership :** Women's were more able to collaborate



across societal boundaries such as race, ethnicity, class, sexual orientation, gender, etc. Women's have improved or new, professional networks. Women are effectively engaging interdisciplinary groups by ward and union forum. Women are building relationships across sectors.

**Communication :** Women's have the ability to express or hear divergent opinions and really listen. Women's have improved their oral and written communication skills and their ability to explain complicated information to others. Women's were able to effectively utilize the media for advocacy.

**Cultural Competence :** Women's had broader exposure to cultural differences and similarities through Leadership Development Program. Women's have a deeper appreciation of their own culture and community and the cultures and communities of others.

**Leadership in Action/Demonstrating Leadership :** Women's have demonstrate increased involvement in community activities, civic affairs, and volunteer work as for example organized international women's day, advocacy for prayer at mosque, reconstruction of village road at kumira etc. Women's are developing new projects, programs, products, or organizations as formation of youth club. Women's were more pro-active than re-active after receiving training.

## ii) Individual Leadership Impact on Youth

**Collaboration/Partnership :** Youth's were more able to collaborate across societal boundaries such as race, ethnicity, class, sexual orientation, gender, etc. Youth's have improved or new, professional networks through forum formation. Youth's are effectively engaging interdisciplinary groups by ward and union forum. Youth's are building relationships across sectors.

**Communication :** Youth's had the ability to express or hear divergent



opinions and really listen. Youth's have improved their oral and written communication skills and their ability to explain complicated information to others. Youth's are able to mobilize political will for change as the done through arranged iftar party for political harmony at Banshbaria Union. Youth's were able to effectively utilize the media for advocacy.

**Courage and Confidence :** Youth have improved confidence and self-image through Leadership Development Program.

**Cultural Competence :** Youth had broader exposure to cultural differences and similarities through Leadership Development Program. Youth have a deeper appreciation of their own culture and community and the cultures and communities of others.

**Knowledge Development :** Youth have a greater understanding of global issues and international affairs through Leadership Development Program. Youth have the capacity to understand systems thinking. Youth have deeper knowledge of broad issue areas such as government and politics, youth policy, advocacy, right to information act, income generation, mass media, economics, environmental issues, etc.

**Leadership in Action/Demonstrating Leadership :** Youth have demonstrate increased involvement in community activities, civic affairs, and volunteer work as for example organized international women's day international youth day, attend divisional youth fair, reconstruction of coastal dam, tree plantation, preventing early marriage, domestic violence on women and stop eve teasing etc. Youth are developing new projects, programs, products, or organizations as formation of youth club. Youth were more pro-active than re-active after receiving training.

**Leadership Development :** Youth individuals are actively promoting the leadership development of others through Self-Awareness,



Reflective Capacity, and Understanding of themselves etc. Individuals know their strengths and limits as a leader. Individuals have the ability to evaluate myself.

**Personal Development :** Youth are more capable of acting in accordance with their deepest values through Leadership Development Program. Youth leaders are acquired on working and effective balance between personal life and professional life and those values. Family relation improved. Youth have made a personal commitment to the creation of healthy communities

**Perspective Development :** Youth have a greater understanding of their community and their concerns within local, regional, national, and international Contexts. Individuals have a wider perspective of issues facing their country and the world.

**Professional Development :** After receiving Leadership Development Program training, individuals carrier, vision, goals and objectives was enriched. And develop the confidence to work with community in consideration with various challenges. Individual likelihood also increased not to burning out.

**Skill Development :** Youth have individuals developed new, or improved existing, skills that enhance their ability to lead (e.g., facilitation, strategic planning, problem-solving, training, team-building, goal-setting, fund development, conflict resolution, etc.), have developed management skills.

### iii) Individual Leadership Impact

Individuals are the primary focus of change for nearly every leadership program. The development of skills and knowledge; changes in attitudes, perspectives and behavior; and clarification of values and beliefs are all possible impact for individuals who participate in leadership programs. Longer-term impact are the



leadership paths that individuals pursue and the relationships that support them in their work.

**Changes in Knowledge, Skills, Attitudes, and Perceptions :** Individual outcomes, especially the acquisition of new knowledge and skills, and changes in attitudes and perceptions, are widely captured by leaders through Leadership Development Program. After receiving training leaders knowledge are increasing on union parishad services and facility, taxation, effects on early marriage, domestic violence on women, eve teasing, drug abuse, uses of ICTs. Major portions of youth leaders (13.2%) are receiving training from DYD on various issues and some are empowered.

**Changes in Behavior :** Behavior change is often not an immediate outcome because it takes time to be recognized and valued by others. An example might be the story of YPSA-LDP leader who had a tendency to do everything alone, and who now recognizes and values working with others after receiving Leadership Development Program Training. Leaders also practicing on positive mentality and avoiding negative attitude.

**Changes in Values and Beliefs :** An impact of Leadership Development Programs that is acquired changes in values and beliefs of leaders. An example might be the story of YPSA-LDP leader, took initiative and took decision to establish women prayer environment in local mosque. Now they are practicing prayer in local mosque by arranging a room and covering by cloth.

**Leadership Paths :** Leadership paths are defined as movement up a career leader. After receiving Leadership Development Program, leaders are discover the various paths as; local government processes and activity, Department of Youth Development facility and services and more than twenty nations building institutions at community level.





**Relationships :** The most powerful and enduring outcomes of Leadership Development Programs are the relationships that are formed between participants in the program. A strong networking was formed between the leaders. Also in forum formation a huge relationship was developed.

**Professional Development :** After receiving Leadership Development Program training, leaders individuals carrier, vision, goals and objectives was enriched. And develop the confidence to work with community in consideration with various challenges. Individual likelihood also increased not to burning out.

**Skill Development :** Leaders have individuals developed new, or improved existing, skills that enhance their ability to lead? (e.g., facilitation, strategic planning, problem-solving, training, team-building, goal-setting, fund development, conflict resolution, etc.), have develop management skills.

#### iv) Community Leadership Impact

Community leadership impacts are very hard to evaluate. Programs that have a strong community leadership component are youth and community development forum in each ward and union. By this benchmark the community's leadership capacity at the outset so it is to determine what impact the program has had. Community leadership programs have tended to focus on bringing together diverse individuals not on addressing particular issues of concern. A summary of selected community outcomes are describes in bellows;

**Collaboration, Networks, and Partnerships :** By Leadership Development Program in YPSA-LDP area, there were a massive intra and inter community cooperation was done. As for example in exposure visit within area, exposure visit outside area and others community initiatives as human chain formation for reconstruction of coastal dam, prevention of early marriage, prevention on eve



teasing, stop domestic violence on women, stop drug abuse, tree plantation, political harmony through iftar party etc. In partially there were a close networks built up among DYD, UP and Upazilla administration.

A more frequent community dialogue about addressing social problems have been occurred at community level through Discussion and Campaign for increasing Youth Employment at Sitakund and Mirsarai upazila, Discussion for Preventing on Child Marriage and Dowry System at Ramu and Sitakund upazila. Discussion on Preventing Domestic Violence Against Women and Eve Teasing at Ramu and Sitakund upazila. Discussion on Preventing Eve-teasing and Domestic Violence against women at Mirsarai, Ramu and Sitakund upazila , Discussion on importance of tree plantation and environmental conservation at both 3 upazilas Advocacy meeting with union parishad under consideration with various social need base issues as stop drug abuse, social evils, taxation, standing committee activation, ward meeting, open budget, practicing on good governance at UP through set up suggestion box.

There was massive collaboration between LDP leaders and local government bodies, community clubs etc. There were conduct some jointly initiatives along with LDP leaders and others organizations as; LDP leaders of Ramu, Mirsarai and Sitakund arrange a tree plantation with collaboration of Environ Concern Organization (ECO), LDP leaders joints with more than 20 local organizations for reconstruction of coastal dam of Banshbaria, with supports of UP, LDP leaders made a collaboration meetings with Department of Youth Development (DYD) in five unions of YPSA-LDP area for increasing employment generation activity at community level.

**Community Change :** There were some tangible improvements in the quality of life or functioning of the community as ensuring good governance at union parishad through set up suggestion box, leaders are influencing sayedpur, union parishad through advocacy for not to



issue aged certificate in early marriage and chairperson of sayedpur union agreed this issue. Chairperson of Muradpur union agreed that they will conduct ward meeting and open budget regularly. Chairperson of Baraiayardhall union agree that they will reform their existing standing committee. After receiving DYD training, youth leaders are self empowered through small business as; mobile repairing work shop. Two Youth clubs was developed at kumira union for ensuring social movement and development.

**Community Decision-Making :** After receiving Leadership Development Program training, LDP leaders are able to raise their voices on local need base and also take decision on development activity.

**Knowledge Development :** Community leaders are better informed and knowledgeable on democratic processes, good governance issues, citizen rights, gender issues, conflict management, project development, monitoring and evaluation.

**Public Awareness :** Community leaders are aware on their rights, responsibility and social needs.

**Resource Development :** Community leaders are now able to find out local resources through resource mobilization and ensure optimal uses of local resources. As for example, Youth leaders of kumira is made a youth club by the uses of bamboo.

#### Knowledge from Leadership Development Program

- u Through the knowledge from Leadership Development Program training, leaders firstly motivate them self and then he/she motivate family and finally motivate his/her community.

- u Through the knowledge from Leadership Development Program training, leaders are able participate in development process and



## activity

- u Through the knowledge from Leadership Development Program training, leaders are informed on their rights, roles and responsibility and social issues.
- u Through the knowledge from Leadership Development Program training, leaders are able to make advocacy for local need base issues.
- u Through the knowledge from Leadership Development Program training, leaders are able to take initiatives on community development.
- u Through the knowledge from Leadership Development Program training, increasing the participation on local government process and aware on democratic process and work for good governance.
- u Through the knowledge from Leadership Development Program training, leaders gathered knowledge on communication through uses of ICT and social media.
- u Leaders know how optimization approach will they utilize their local resource?
- u Youth leaders are now familiar on national youth policy 2003 as they are concerned about their problem, roles and responsibilities, opportunities, scope of work etc.
- u In ACM training they learnt how to bring positivity and take initiative for social development.
- u Youth leaders are now engaged with different DYD activity and services.
- u Community leaders are now taking role in different activity
- u Leaders are now known scoring and ranking their needs and way of solution of the problem, implementation of development work etc



u Leaders are planning on community development issues.

u After receiving training, leaders are taken some initiative on social movement as prevent early marriage, dowry system, eve teasing, domestic violence on women, drug abuse campaign, income generation campaign, tree plantation, youth club formation, political harmony campaign etc.

u Leaders also develop forum on ward base also union base, by this forum they are now taking various initiative at local need base.

u Leaders conducted some strategic activity at union base as advocacy meeting with union parishad, tax fair, cultural program, standing committee activation, exposure visit, observe international days etc.

u Leaders influencing existing service providing institutions for good governance, aftermath they successfully setup suggestion box at some unions of YPSA-LDP area.

u Challenges faces during the implementation of LDP

u Road network of the area is poor that is why it had to expend additional time which ultimately create another problem to meet the dateline

u In leader selection process, especially it was hard to find out educated community leaders as eight class passed

u In leader selection process, it was very hard to fill up 40% female participation in many union

u In most of the union participants especially community leaders are busy with their work. It is difficult to keep the leaders for six hours long.

u Due to Heavy Seasonal downpour, it was so difficult to maintain training schedule and attend participant in time.

u Technical interruption e.g. internet connection

u Lack of suitable venue in field level



# SUCCESS STORY

## Installed Suggestion Boxes in Union Parishad of Sitakund

The term 'Governance' has multidimensional approaches. It is the means of achieving the aims and objectives of any institution. There is various service providing institutions at community as; union parishad, education institutions, community health centre, FWC, agricultural centre, land office etc. In of them, In leadership Development Program at Democracy and Good Governance training session our leaders are learn more on the nature of service of different institutions at community level. They also measure the techniques to figure out the level of service pattern through uses of monitoring and governance tools as; Community Score Card (CSC), Citizen Report Card (CRC), Social Audit (SA) etc.

The Objective of this initiative re as follows:

1. To collect the public opinion or suggestion to increase the existing facility of that institutions
2. To ensure the people participation at existing service providing institutions
3. To create a platform, where community people make bridge between institutions and beneficiary.



### Brief Description/Outcome:

In above circumstance, LDP leaders at Sitakunda Project Area, conducted services and governance monitoring tools through Community Score Card to justify the service level at different service providing institutions at community as; Union Parishad, FWC, Community Health Clinic, Education Institutions', Agricultural centre, Land office etc. Before that, LDP leaders made more meeting on how to improve the existing service level with respective service



providing institutions. After conducting CSC methods, Leaders figure out some suggestion or opinion to improve the service level. In that situation LDP leader offers to install a suggestion box at the front of service providing institutions. They also made a advocacy with respective official on how to operate this suggestion boxes. In that situation a suggestion box was installed at Bانشbaria Union, Sitakunda. This Box was installed by Chairperson of Bانشbaria Union, with presence of UP Bodies, Conscious Citizens, YPSA-LDP respective Official at 29 September, 2014.



In that same way, Baraiyadhala LDP leaders made an advocacy with Baraiyadhala Union Parishad to install the suggestion box. Aftermath, Baraiyadhala Union Parishad agreed that they will install suggestion box at union to consider the public opinion for improving the service level. This Suggestion Box was installed by Chairperson of Baraiyadhala Union, with presence of UP Bodies, Conscious Citizens, YPSA-LDP respective Official at 30 September, 2014.

LDP leaders also developed a policy on operating and maintain of suggestion box, with the consent of respective person of that institutions. This community initiative is great success in YPSA-LDP area. It will now installing all union parishad at YPSA-LDP area.

### Impact of Suggestion Box Placement

The suggestion box idea will make a positive impact at community to ensure the good governance at local service providing institutions. Local community people are now easily can raise their demand, opinion and suggestion at suggestion box without any fear and hesitation. Community people are now play role in participation of community development.



### c Construction of a village road by Community leaders in Mirsarai Upazila

There was a damaged road in the village of Saherkhali Union 1 No ward Kajir Taluk village. This road was 5 km long and made by mud. The road was beside the khal and during the rainy season when heavy rainfall occurred the road was flooded and communication became stopped and children can't go to school over the 4-5 months. Villagers could not transport their products in the local market. YPSA provided Appreciative Community Leadership in the Saherkhali union 1 ward on 8th July-11th July. Md. Afsar and other six peoples motivated the leadership skills and they

realize their problem and decided for reconstruction of the most important village road. They have taken the advice from Farhana Taslim Nipa, Program Officer of YPSA-LDP and she told them for communicate with Union Parishad. Actually, the problem of the village road is the old



problem and villagers told me the local union parishad and public representative so many time. But they only gave commitment but nothing to do. So, villages decided for reconstruction and repair the road with their own cost. So, they individually provide different amount of money and preserved the total 1,50,000 Taka to Md. Afsar. Then Afsar one day call a meeting with all villagers nd responsible YPSA staff. From the month of August the road repairing started and this primarily ended on the month of December last week. The villagers told they inspired by YPSA-Leadership Development Program training like appreciative community leadership and Development issues that help them solve their problem with their own initaitvie and leadership are keep silence all the people mind that help increase with YPSA inspire for social development issues.





### c Construction of bamboo bridge (Shako) at Mirsarai upazila by community & youth leaders

Wahedpur is one of the important Union of Mirsarai upazila that are boarder of Sitakund-Mirsarai upazila. The people of 33,5 and 6 no ward for this union suffering communication problem during the rainy season. There is big khal flowing around the union but mostly three ward community suffered a lot. The peoples of this 3 wards several times informed the local government representatives. Although

they give commitment to construct the bridge but nothing to do. At that time Y P S A - L e a d e r s h i p Development Program arranged the training on Appreciative Community and Youth Leadership for the youth and community of 4,5 and 6 no ward on the month of July, 2015. In the



training youth and community peoples were able to know about development and different stage of development, responsibilities of leaders in social development, concept of Leader and leadership, appreciative inquiry, positive attitude, needs assessment, planning, implementation and monitoring issues. From the training youth and community also informed about the participatory development, concept of participatory rural appraisal (PRA), elements of PRA, different methods and tools of PRA for local development issues. From the leadership training community and youth focused on effective leadership and management skills.

So, they decided to construct the bamboo bridge (Shako) over the 2 sides of the canal which connected 2 areas and communication will be easy for them. They give the idea to Shiuli Rani Debi and Jannatul Ferdous, Program Officer of YPSA-LDP. They got an idea from them and decided for construct the bridge with own cost. They got 50,000



taka from 50 persons and collect the materials for bridge and someone provided the bamboo to them. After the 10 days hard work the community and youth leaders make a wonderful bamboo bridge for communication. This is a good example for community and youth leadership skills for social development. This attempt created encourage of social work in the total union. They expressed their acknowledge to YPSA for support them during the work and motivate the wellbeing for social activities.

c Start the School by youth leaders of Mirsarai for education of children

Saherkhali union is the most populated area of Mirsarai upazila and this is located very near to sea. Education rate for youth and adult are very low here due to absence of good quality school. Some youths realize the situation and they want to solve the problem with intervention of new school in the Saherkhali union. Their inspiration suddenly increased after got the training of YPSA-Leadership Development Program. The youth peoples become leader after receive the training of Appreciative Youth Leadership where youths motivate the approach of leadership as a change maker of the society. During the month of August some youth leaders Name Kazi Salim, Shiblu, Moinul Hossain Tipu and athers 3members discussed



themselves and also community peoples for established a school which will provided quality education to all. They formed 21 members ADHOC committee for established the committee and miking, pestering, leaflet for publicity of School name and date of starting of this. They talked with YPSA-LDP program officers about



their plan of faction. After their advice they set up the school near the premise of Saherkhali High School with the permission of school headmaster and upazila administration. From the 1st January, 2015 the school started with the 104 students that inaugurated by Upazila Chairman of Mirsarai upazila where Nursery, kinder garden, class 1, II, III IV and V students admitted this year. Class VI students will be admitted from 2016. The students come from all the around area of Saherkhali union. Peoples expected that this school will be ideal and increase the educational rate of Saherkhali union.

### c Drainage Management by Community People of Sitakund

In a small village of Sonaichari union in Sitakund, Chittagong, lives a group of 20 families whose regular struggles includes fighting with rain water clogging in the rainy season. The colony of these 20 households are situated in a scenic union of Sitakund that is bordered by hills on one side, and the bay of Bengal on the other side. With a very modest income to just make ends meet, the adult male members mostly work in the heavy still mills that provide for majority of the livelihoods in that area. Old ships are broken down, new rod and steel are built. However, for the laborers it's a life of struggle with less than \$100 to make for every expenditure in a 30-day month.



Rokhsana, a primary school teacher, is a mother of one and socially active women belonging to this community. When the water clogging within the compound rose from half a feet to two feet, an alarm rang in the small society. Even a couple of years ago, the cluster of houses were spaced out well enough so that the rain water had paths to escape to a ditch that closes one side of the housings. However, the expansion



of the families and creation of new units demanded more rooms to be made, leaving narrow spaces between the houses for the water to escape. On one side is the high highway, the other side is the ditch which is no longer connected by enough outlets for the rainwater to escape.



Recently receiving training from the Leadership Development Program, Roksana decides she is going to try to raise fund for the drainage construction. She remembered her learnings from the training about team work, role of local government, community and advocacy skills, and spoke to a fairly solvent member of the community in joining her to raise fund. After a few meeting with their Ward member and the community people, they were able to raise Taka 62,000 which was enough to purchase the materials and pay for the labour cost. The community arranged to put through an 8 inch pipeline to drain out the rain water clogged within the compound towards the end of the rainy season in 2014 and successfully created a proper drainage system to take out the water

#### c Village Road Repaired by LDP Women leaders at Sitakund

A group of women of the Kumira Union of Sitakund, Chittagong, recently played a very unconventional role in changing the life quality of the people living in their Ward. A long standing challenge that persisted in Ward 4 of the Kumira Union for about a decade was the water logging on the community road in the rainy season. However, problems concerning the low-quality road system in this Ward goes further back. The community here was founded in around the 1960s and for four decades the absence of a proper connecting alley to the main road was a big reason of suffering for the people. For the lack of a proper road, vehicles could not access the houses inside. In cases of a



death or severe illness of a community member, the bodies would require being carried for about 2 kilometers before reaching the main road.

In mid 2000s, after many lobbying and advocacies a road was built out of bricks and rubbles, but this road was too low and a new kind of problem began to surface. The road was good enough for walking and



local transports, but it was built too low and during monsoon times, the road would be flooded completely and become unusable once again.



The families felt that something had to be done but any talk of road construction remained in the intention and organized efforts were never made due to petty disagreement and the local government overlooking the issue.

Toward the end of the monsoon in 2014, A young woman named Shaila Akter, a student of Political Science in the 1st year of her Bachelor course, along with other women in the community took a bold step in turning around what now seemed like an impasse. Shila Akter and four other women in the group had recently received the Leadership Development Program's training funded by the USAID. Equipped with the skills and knowledge acquired from the training, they felt confident about pushing their cause forward. While the men seemed to remain busy at work to support the livelihoods of their families, The women at their free time made some visits to their



Union Parishad (UP) and got a meeting with the members.

After a number of meetings and persistently pursuing their cause, with application of the tools and communications skills they had learned from the Leadership Development Program earlier that year, a UP member consented to make a personal contribution to enable the reconstruction. He mentioned that he will only supply the materials, like bricks and rubbles, but the community will have to execute the reconstruction themselves.

Having come this far, the women group did not want to back down, or ask for help from outside of the group. The group was mainly formulated with women who were students and homemakers, with little access to any fund outside of the member's contribution, so they decided to go ahead with the road reconstruction project on their own. Within a two weeks' time, the Ward 4 of Kumira Union was looking at a new and raised road that is partially built by their women leaders who not only organized the finances but also invested their physical labour into shaping it initially.

After seeing their effort, others in the community came forward with their contributions and the women group were able to hire labours and proper equipments for completing the construction. Some work still remains and the women said they are trying to gather more fund to fix the total work of the road before the next rainy season, and they said that they were getting a lot of community support now that they have shown what they can accomplish together. An ex-UP member who is also a resident of the Ward said that, "It was the guidance provided in the Leadership Development Program, and the team work of this women's group that made the new road possible for this community. These women have set a new standard for this community now, and I don't think they will be alone in carrying out their next initiatives





### c Human Chain on Reconstruction of Coastal Dam at Sitakund, Chittagong

On May 4, 2014, the LDP Youth Leaders' Forum and more than 20 local organizations of Banshbaria joined hands for protection and reconstruction of the coastal dam by forming a human chain along the Dhaka-Chittagong Highway in front of Banshbaria Union Parishad. There is a 1.5 km long dyke in Banshbaria union, most of which is unprotected and destroyed. In monsoon season due to cyclone and tidal surge most of these areas are flooded and washed out by saline water.



The campaign was a great success with almost 800 people joining hands to form the human chain for 2 hours, from 9.00 AM to 11.00 AM. More than 30 LDP leaders were present holding various banners and placards. The leaders raised voices for reconstruction of Banshbaria Coastal Dam in early rainy season to protect lives, property, settlement and agriculture. This step was taken by the Chairman of Banshbaria Union Parishad with the help of LDP's youth and community leaders along with local community members.

### c Formation of Social Secretions Cable at Ramu upazila

YPSA implementing a project on Leadership Development Program-LDP in six union of Ramu upazilla under Cox's Bazar District there are fathekarul union is one of them. There are six batch training has completed on appreciative youth and community leadership in Fathekarkul union under ramu upazilla where Ward no 7,8 &9 are one of them where were created an illustrative secretion cable in ramu upazilla. Appreciative Youth leadership training was arranged in Bangladesh Rural Development Board-BRDB hall room on 8th



August 2015 to 11th August 2015. The training facilitated Program officer of LDP Md. Nurul Alam Shadekey and assists him as co-facilitator Pronob Kanti Das, Program Officer-YPSA-LDP.



There were attend total 28 youth leaders from 7,8 & 9 ward of fathekarkul union where was 10 youth leaders of Buddhist, 5 youth Leaders of Hindus and 15 youth leaders from muslim community. When we have gotten opinion

about the training on last day of training they said that they have too much happy to got this training and they didn't get any training like this. Individually and universally said that YPSA-LDP had established an illustrative secretion cable among Buddhist, Hindu and Muslim community, they want said they have no distance about social activities and now they feels social cohesion environment whole fathekarkul union of Ramu upazilla.



All participant given thanks to YPSA in order to arranged appreciative youth leadership training for them, it was precedential training in fathekarkul. The number of participant was about 28th Leaders which achieved our target. They feel that this kind of training is very much essential for them; they hope YPSA- LDP will have been providing this kind of more training. And the training program ended with well discipline.





## c Tree Plantation by Community and Youth Leaders of Ramu

Youth and community peoples of Kaurkhop union became serious about their problems and social development issues after receiving the training by YPSA-Leadership Development Program. The first training Appreciative Community and Youth Leadership make them as a leaders for change-maker of the society. They decided to do something act that will be asset for them and they have to with their own initiative and self sufficient. Because of rainy season the community leaders of Kaurkhop decided for plantation nearby road, community clinic and graveyard for beautification and environment point of view.



Md. Shaedul Islam, a youth leaders and one of the founder of Maniria Foundation told that they got the inspiration from YPSA about the social development issues as a personal responsibilities and act for the development. So, the jointly initiate by youth and community leaders start tree plantation from 12 August to 15 August and they planted 2500 different plants

## c Youth Leaders Voluntary Role for YPSA Emergency Response for South East Flood Program

YPSA is implementing a program on "Emergency Response for South East Flood 2015" in Ramu upazila with support of Oxfam GB. Leaders involved with the total activities of Emergency Response. 23 YPSA LDP leaders (22 are youth leaders and 1 is Community leader) from two unions were worked as volunteerism. All of volunteer were assigned for two unions namely Chakmarkul and South Mithachhari union. Although they got some honorarium and local transportation cost from YPSA Emergency Response project but these were insufficient than their hardwork. They involved for six days. Following



tasks they have done. 1). Participated in an orientation for 4 hours long about the activities of emergency response on August 10, 2015. 2). After then they surveyed 1457 affected families for emergency response program from August 11 to August 12, 2015. 3). They also primarily selected 1000 affected families where 450 families for Chakmarkul union and 550 for South Mithachhari union from August 24 to August 25, 2015. 4). Card distributions have been done by the leaders for two days on August 31, 2015 & September 02, 2015 at Chakmarkul union and on September 02, 2015 at South Mithachhari union. 5). For another two days, they directly participated in relief distribution on September 01 and September 03, 2015. This is a milestone and a good involvement by the YPSA LDP leaders of Ramu.

#### c Human Chain on Coastal Embankment Reconstruction

Aiming to ensure social development, democracy, spontaneous involved in social development there arranged training on different development issues. Some community people of Sonaichhari union are involved with leadership development program where they are learning on different issues like plan preparation, project design, implementation process, monitoring, evaluation, advocacy and so on. Community people are not spending time for nothing without work. They use the knowledge from training program in various.

Sitakunda upazila is situated along the coast of



Chittagong which is extended up to Teknaf having 710 km in long. Coastal livelihood of Sitakunda upazila is mostly dominated by fishes and cultivation. Most of coastal part of Chittagong is affected by



regular storm surge. Coastal area where there is no embankment is affected by regular low and high tide which affect serious problem in cultivation. Fishermen communities are facing this problem every day. It is a great concern that most of fishermen communities as well as other community are living at high risk. They can affect at any time because of high tide and saline water intrusion by broken embankment. During receiving training of Participatory Community Appraisal (PCA) they eagerly expressed that they altogether are taking an initiative to protect and reconstruct the existing coastal embankment. In this regard community leaders of ward no. 1 to ward no. 3 took decision during the second day of PCA training that they with other some community people can make a human chain initially during field practice of third day of PCA training. They took it as pilot work toward arranging a big human chain on coastal embankment reconstruction along the Sonaichhari union.

Accordingly above decision community leaders as well as some other community people participated in the chain to demand reconstruction of embankment. Although that was a small chain with the presence of 47 community people including community leaders it was drawn a message regarding demanding of coastal embankment. Some leaders gave speech showing its important in their daily life. Muslem Uddin, a community leader of ward no. 3 said that: Our neighbors who are living very close to Bay of Bengal they are really in risk and their land & house can inundate at any time. As a result they can fall in problem. It is not only the problem of fishermen community but also our area. If a big tidal surge creates most of our land will go under saline water. Consequently crop production will be harmed and salinity can be increased. So, this is a time of calling everyone to demand for embankment reconstruction along Sonaichhari union. Support from LDP can easily be taken for further action.

Community people showed different example from Bangladesh that every day a lot of coastal people face problem like insufficient of



coastal embankment. They cannot cultivate land due to saline water intrusion. Voice from most of participants it recorded the following quotation: If we cannot make advocacy on demanding coastal embankment reconstruction we go under saline quickly and our existing will expire from this area. So join the hand together and make a strong hand to accelerate this initiative. We have a lot of human resources which we can use easily. The above picture (figure 02) shows the join hands for embankment reconstruction. In the brown paper made banner illustrates the scenario of human chain on coastal embankment reconstruction. So, therefore, it is very necessary to protect the cultivated land and community of fishermen by reconstructing embankment in Sonaichhari union. It is demand of mass people of Sonaichhari.

#### c Human Chain and Discussion for Preventing on Child Marriage and Dowry System at Sitakund, Chittagong

Child Marriage and Dowry System is a common social problem in Bangladesh also in Sitakunda Upazilla, especially at fisherman villages. Still 66 percent of girls are married before the age of 18 (unicef,



Bangladesh). Early marriage can cause severe problems like; Psychological and emotional stress, health problems, Mental and emotional stress etc. Also the problem of dowry has become a serious social evil among the upper castes and middle classes both in towns and villages.

For preventing of Child Marriage and Dowry System, with more than 100 LDP Youth and Community Leaders of LDP, Local People, Civil Society and Media People joined hands to prevent Child Marriage and Dowry System by forming a human chain at Mirerhat Bazar along Syedpur Union Parishad.



This step was taken by Youth and Community Leaders Forum, Syedpur Union, Sitakunda along with local people with the help of Syedpur Union Parishad. This campaign was a great success with almost 200 people participating in it. In of them 40 are female participants and five are disable. We stood there from 4.00 pm to 5.00 pm by forming a human chain. LDP leaders were presence there and showing various banner and placards on bad effect of Child Marriage and Dowry system.

Here, our leaders raise voice and awareness for preventing of Child Marriage and say against of Dowry System. Finally leaders seek a strong role of Union Parishad, Civil Society and Administration in this regard. After that, a general discussion was held which was chaired by Chairman, Syedpur Union Parishad. Representative of local civil society, YPSA-LDP Project Coordinators (Md. Abdus Sabur), Program Officers (Janntul Frdous, Gowri Bala), Youth and Community Leaders and other NGO officials was participant there. This discussion was coordinated by Jesmin Akter, Program Officer, YPSA-Leadership Development Program (LDP).

Chairman, Syedpur Union, Sitakund urged that everyone have to commitment against Child Marriage and Dowry System specially drawn attention to Youth Leaders and Community Leaders and assure Union Parishad will be always beside this type of activity.

c Rally and Human Chain for Preventing Eve Teasing and Domestic violence against women at Sitakunda, Chittagong

Although Bangladesh has attained remarkable success in increasing literacy rates for women, and decreasing the maternal and child mortality rate, violence against women is still very high in our society among which domestic violence is widely prevalent in both urban and rural areas as an everyday matter of women lives. And eve teasing or molestation of women by men is a common social problem in our societies.

Gender equality and female position and status are great concern in Youth Action and Advocacy training. After getting this training leaders



make a huge in the mind set up. They plan do something to change the attitude, the worse situation of society will not change. For changing this attitude in our society our leaders make plan to make a awareness program for



preventing eve teasing and domestic violence against women at Barabkunda Union, Sitakunda, Chittgong.

For preventing domestic violence against women and eve teasing, with more than 550 Youth and Community Leaders of LDP, Local People, Civil Society and Media People joined hands to prevent domestic violence against women and eve teasing by organizing a rally and forming a human chain at Brabkunda Bazar, along Dhaka Chittagong Highway.



This step was taken by Youth and Community Leaders Forum, Barabkunda Union, Sitakunda along with local people with the help of Barabkunda Union Parishad, Chittagong Chemical Complex (CCC) High School and Barabkunda High School.

This campaign was a great success with almost 550 people participating in it. In of them 330 are female mainly school girls and 220 male participants are as school boy. We stood there in 10 June, 2014 from 9.30 am to 11.00 am by forming a human chain. Earlier of forming humainchin school students were make a longest rally to attend this humain chin. LDP leaders and school student were showing various banner and placards on bad effect of domestic violence against women and eve teasing.



Here, school girls and boys with our leaders raise voice and awareness for preventing of domestic violence against women and eve teasing. Finally leaders seek a strong role of Union Parishad, Civil Society and Administration in this regard. In simultaneously, a general discussion was held which was chaired by Chairman, Barabkunda Union Parishad, School Teachers, YDO officer, Representative of local civil society, YPSA-LDP Project officials, Youth and Community Leaders and other NGO officials was participant there.

Chairman, Barabkunda Union, Sitakund urged that everyone have to commitment against domestic violence in women and eve teasing specially drawn attention to Youth Leaders. Chairman also assures that UP bodies always beside this type of activity.

Finally, YPSA-LDP Project coordinator said that eve teasing and domestic violence against women increasing in very alarming rate in our country. We need to take a necessary step to prevent eve teasing and domestic violence against women from the root. We need to focus the prevention of eve teasing from the family. If we can make the people are more aware about it, if we can make the people believe that eve teasing is a social crime this rate could be goes down.

#### c Tree Plantation by youth leaders of Sitakund

Sonaichhari Youth Development Forum (SYDF), the youth leaders of Leadership Development Program (LDP) organized a tree plantation program at sonaichhari union, sitakunda at 15 September 2014. After



receiving LDP training they got encouragement and consequently Sonaichhari Youth Development Forum took initiative for Tree Plantation in their union.





In this regard they, with the help of respective, Program Officer-LDP, did an application to Environs Concern Organization, Chittagong for allocating in the amount of 2,000 trees. The respected organization has agreed to allocate that amount to Sonaichhari Youth Development Forum on September 15, 2014. The main aim of the event is to bring natural environment at Sonaichhari union whereby carbon emission from industry can be absorbed by trees.

The event has been accumulated with successfully completion of two steps; one is Discussion and another one is Planting Trees.

The Discussion held at Sonaichhari Union Parishad Hall Room and Planting new trees held at educational institute, mosque, temple, social club, union parishad, village & national high way road and coastal embankment. The following specific objective has been considered to bring it success.



- i. To bring natural environment by planting new trees at educational institute, mosque, temple, social club, union parishad, village & national high way road and coastal embankment;
- ii. To make awareness among the community people about tree plantation;
- iii. To reduce carbon emission by industry and protect coastal embankment from storm surge;

This event was supported by Environ Concern Organization (ECOR) and facilitated by YPSA-LDP official. There were presented about 20 LDP youth leaders and community leaders in the program. In of them seven were female participants.





# Leadership Development Program and Community Engagement

Bebek Kanti Das

Program Officer, Leadership Development Program, YPSA

## A. Background

Leadership Development Program is a five-year long program starting from September 2012 aiming to increase citizens' capacity and participation in community development and democratic processes. The program goal is framed by two programmatic objectives. The first one is as building the capacity of community leaders to become change agents for democratic processes and development, and the second is as building the capacity of youth leaders to become change agents for democratic processes and development. To fulfill the objectives, there are providing different types of training on different subject. These predefined training are received by both leaders of youth and community who have already been selected through maintaining all processes of leadership development program.

With technical support of Counterpart International financed by USAID, Young Power in Social Action (YPSA) is implementing in two districts e.g. Chittagong and Cox's Bazar. There are two programmatic fields, one is new area and another one is follow up area. Ramu upazila of Cox's Bazar and Mirsharai upazila of Chittagong district filed are considered as new area field. Selected leaders receive different training and engage with some non-training activities for one year only. But the follow up area (Sitakunda upazila of Chittagong) where YPSA already conducted training for one year during 2014, have been conducting couple of non-training activities since early 2015 with trained participants and other community people.

YPSA has also been implementing Leadership Development Program since October 2014 in Ramu upazila of Cox's Bazar. There are six unions programmatic area under this program. These unions are as

Fatekharkul union, Kauarkhop union, Rashidnagar union, Joarianala union, Chakmarkul and South Mithachhari union. There are total 1008 (504 is youth leader age between 18 & 35 and 504 is community leaders age between 36 & 60) leaders who are receiving training.

Table 01: Predefined training program under Leadership Development Program

Sl. No.	Phase Identification	Name of training	Duration	Applicable for
01	Phase I	Appreciative Youth Leadership	4 (Four) days	Youth Leader
02		Appreciative Community Leadership	4 (Four) days	Community Leader
03	Phase II	Youth Informed Citizenship	2 (Two) days	Youth Leader
04		Development Issues	2 (Two) days	Community Leader
05	Phase III	Leadership and Communication Skills	3 (Three) days	Youth Leader
06		Good Governance and Community Development	3 (Three) days	Community Leader

Above training are received by YPSA-LDP selected leaders. There is no scope to receive these training by non-LDP leaders.

Leader Selection and distribution according to Counterpart International:

- √ Total ward in a union is 9
- √ Total youth and community leaders in each ward is 9 and 9 respectively but additionally 2 (1 youth and 1 community leader) leaders has been added.
- √ 28 leaders in a cluster (consisting 3 wards)
- √ Total leaders both youth and community in a union is 168 (84 is Youth leaders and 84 is Community leaders).
- √ Total number of Training in programme session October 2014 to January 2016 is 3 (combining 1st, 2nd and 3rd phase).

## B. Knowledge Utilization

Reflection of provided training through youth and community leaders contribute to discover the possibility, way approaches for solving the existing problem and take step to explore new initiatives.

Youth and community leaders jointly or individually are taking initiatives using the training knowledge of leadership development program. Many youth and community leaders act as change agent and contribute to their society to develop more.

Few leaders are mentioned who took initiative after receiving training from YPSA-Leadership Development Program. The following is the case story reflected by the leaders.

## C. Case Story

### Case Story 01



Name of Initiator: Maekhin Rakhain

Youth Leader, YPSA-Leadership Development Program

Address: Paner chara, South Mithachhari union, Ramu, Cox's Bazar.

Name of Initiative: Hand Made Cotton Belt Factory Construction

Youth plays an uncountable role in community Development. Every youth in Bangladesh is a resource in regard of improving and producing the nations and new things.

I am Maekhin Rakhain, twenty four year old and study in degree second year under national university. I live at Paner chara of south mithachhari union of Ramu in Cox's Bazar. I have received three trainings as youth leader under Leadership Development Program (LDP) implemented by Young Power in Social Action (YPSA) in Ramu upazila. Before receiving LDP training, I have established a factory in October of 2014 to make belt for importing it to China with technical support from Salim, businessmen. First of all, Salim came to

our village to participate in training program towards belt making at home. When he requested some of people from our village, none of them could response against his offer. Primarily I regretted it but my mother influenced to receive training on belt making. Then I have received the training for one month from Salim on belt making and processing. After completing the training, he gave me one frame machine to make belt.

Frame is like a stair long shape, which is used to make belt. The belt is made with strong rope imported from China.

When I found interest into the work and realize that if I can involve some of our poor women with the work they can earn some money, which may help to maintain their family as well as support to send their child to school. Then I have provided this training to thirteen women and requested to provide twelve more frame machines. When it confirmed I have taken a plan to set up a factory as I have land. According to my plan, I have established this factory finally and twelve women at a time work in my factory.

I manage them and give technical support to produce belt according to deadline. After few months, it has given out from my control that most of worker quarrel each other and waste time instead of making belt.



**Figure 01:** Frame that is used to make belt



**Figure 02:** Fringes



**Figure 03:** A woman is making belt

I was thinking that how can I control them with not giving punishment or other painful work. During this time, I have received a training on Appreciative Youth Leadership from Leadership Development Program for four days long. From this training, I have learned some positive issues which influenced and encouraged me very much to bounce back. I have used this knowledge to control them and return in attentive manner. After some time, it has finally come in my control without any punishment. We make 100 more belts in a month and export these in China.

Now we are working as team and contribute to achieve more that help to our family. I am really satisfied to YPSA for providing such types of training. The initiative taken by me is an encouraging one that I wish and hope, youth people can take proper step for obtaining initiative like this one.

## Case Story 02

Name of Organizer: Moin Uddin  
Youth Leader, YPSA-Leadership Development Program

Address: Chainda, South Mithachori union,  
Ramu, Cox's Bazar.

Name of Initiative: DYD Training Arrangement



I am Moin Uddin, live in south mithachhari in Ramu upazila of Cox's Bazar. I am studying in Cox's Bazar Polytechnic College. I am youth leader of YPSA-Leadership Development Program and have already received three training on Appreciative Youth Leadership, Youth Informed Citizenship and Leadership & Communication Skills under Leadership Development Program. Through this program, there has given nine days training on above issues. During first four days training on Appreciative Youth Leadership, I have introduced with Bebek Kanti Das, Program Officer of YPSA-Leadership Development Program. And he invited some of youth leaders to work as volunteer

in Emergency Response project for some days. Then we consulted with Bijoy Shangkar Barua, Program Officer of YPSA-Leadership Development Program and he encouraged to involve with this project. Then I joined and worked for several days in rough weather condition. This is first volunteerism work which was possible for YPSA-LDP program. After receiving four days training, I got encouragement and learned that how to manage people with giving appreciation and positivity. After completion of second training on Youth Informed Citizenship for two days, I got opportunity to introduce with the respective person, Mohammed Sanaullah, deputy director of the department of youth development (DYD). He introduced with us with his services that are providing for youth people ages between 18 and 36. Then I maintain communication with DYD and take information on their services. Once a day, our respectable trainer Bebek Kanti Das, asked me to receive a package training program on five issues e.g. Cattle rearing, primary treatment, fish cultivation and agriculture cultivation in one bundle for two months. And I thought for some time that what could be if I receive this training and what benefit may come after training. After confirming all related issues on the training, I firstly admitted. After admission, I was thinking there are some youth leaders and non-youth leaders who pass their time not for development. Then I took initiative that I must invite and try to admit to this training program. According to my thinking, I invited some of youth leaders and non-youth leaders but denied my offer some of youth. Then I searched repeatedly to get admit them in the package training program. After 7 days struggle, I have finally been able to admit eight youth leaders (including non-LDP youth leaders). So, all these have been possible earlier through this training. I might be able to do this work without training but it could be very late. Leadership Development Program is my own program, which gave me a lot that I can not count. This program brought me at high that I got opportunity to serve in YPSA-Leadership Development Program as an intern. I wish all the success of the program.

### Case Story 03

Name of Initiator: H. M. Wahid Ullah

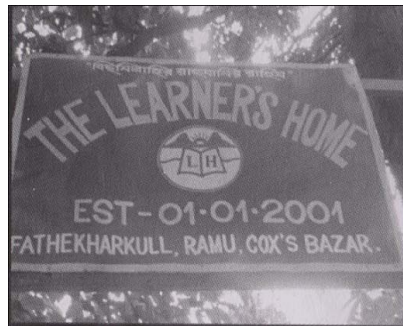
Youth Leader, YPSA-Leadership Development Program

Address: Officer char, Ward No.: 02, Fatekharkul union, Ramu, Cox's Bazar.

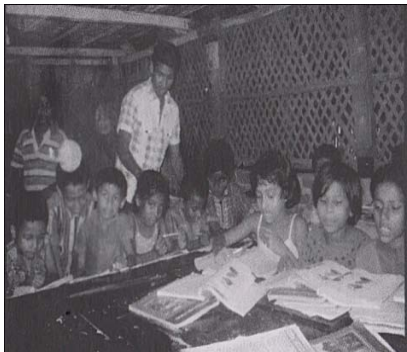
Name of Initiative: The Learners Home Reconstruction

I am H.M. Wahid Ullad, Youth Leaders of YPSA-Leadership Development Program. I live at Officer char in Fatekharkul union of Ramu in Cox's Bazar.

The Learners Home is an social organization established in 2001 aiming to spread the light of education among the students, retirement officer or other people who spend their without no task. The Learners Home is established with the help of some dedicated person of Fatekharkul union of Ramu, Cox's Bazar. Through this home, resourceful book, journal and news paper collect and store to



read. Every day, the member and other people read two daily newspaper at the Learners Home. Every year there arrange an appreciation ceremony who have passed with good result and talent student. Poor but talent student are received the opportunities of scholarship from this home. During 2012 and 2013 flood at Ramu upazila, the Learners Home has damaged fully with no remaining anything with tremendous flood. From this period, the Learners Home's activities have stopped. None came



But when I received Appreciative Youth Leadership training under YPSA-Leadership Development Program as youth leader, I got encouragement and used the knowledge to run this PATAGHAR again. With the help of some other youth leaders of YPSA-LDP, I took an initiative to reconstruct this Learners Home again and talked to chairman and secretary of this Learners Home. They welcomed and appreciated us and then we reconstructed the Learners home again. Now, This learners Home is actively worked.

#### Case Story 04

Name of Initiator: Borhan Uddin

Youth Leader, YPSA-Leadership Development Program

Address: Jeti Road, Rashidnagar, Ramu, Cox's Bazar.

Name of Initiative: High School Establishment

I am Barhan Uddin, youth leader and live in Rashidnagar union of Ramu upazila in Cox's Bazar.

Once upon a time, I was discovering that there are huge children but no school to provide secondary education. During this time, with the help of respectable program officer, Prodip Dey, I joined with Leadership Development Program as youth Leaders and got first training on Appreciative Youth Leadership for four days. After getting this training I encouraged very much that I learned how to manage and organize as well as process of taking help from elite society. With much appreciation and encouragement, I with some youth leaders took initiative to establish high school. According to plan, we constructed the school in January 2015.



The name of the school is PANIRCHARA S H B MODEL HIGH SCHOOL. There are eight teachers with 200 more students. We three,





where two youth are member in school management committee, contribute this school giving our labor with no return.

To establish this school, we took help from union parishad boby, civil society, elite person and some of community leaders of YPSA-Leadership Development Program. I eagerly wish my thank to YPSA-Leadership Development Program which really got encouragement to construct like this school as well as the people who were with us.

Education is the reflection of doing something moral work.

### Case Story 05

Name of Initiator: Atikur Rahman

Youth Leader, YPSA-Leadership Development Program

Address: Ukhiyar Ghona, Kauarkhop, Ramu, Cox's Bazar

Name of Initiative: High School Establishment



I am Atikur Rahman live in Kauarkhop union of Ramu upazila in Cox's Bazar. I am studying honor under national university. From my childhood, I wanted to do something which can contribute to community development. Keeping this, with some young energetic person, we made a social development club in 2007. But It has not run more. Then I tough what can I do for our society. Thinking this, in 2013 I have established a new social development club name STUDENT SOCIETY. With this club we had been providing basic education to poor student. When we have got success, we think if we can establish a secondary school, lot of student can chance to admit and take education which can enhance our society. But we can not do and get encouragement. During this time, I have got an opportunity to be youth leader under YPSA-Leadership Development Program with the help of Wahid Murad Chowdhury, program officer of YPSA-LDP. And received a four days training program on Appreciative Youth Leadership. This training really helped me to think more that I have

got an instruction how to manage and take help if there is needed. Keeping this in mind we have met a meeting with present of some civil society representative, former representative of kauarkhop union body, Abser Kamal and present women representative kauarkhop union body, Anar Koly (community leader). This meeting was a truthful and productive. We five young people decided to meet parliamentary member, respective Saimum Sarwar Kamol. He encouraged us and committed to give 5 lac BDT to establish this school. Then we started the construction of school from October 2015. There are 6 youth leaders and 7 community leaders who contribute to school. The name of the school is ALHAZ SAIMUM SARWAR KAMOL HIGH SCHOOL. Now, I am working as head teacher of the school. I am really grateful to YPSA-Leadership Development Program which motivated us positively and encouraged us to take initiative.

#### D. Conclusion

It hopes that Leadership Development Program in Ramu upazila as well as whole of Bangladesh will be able to create positive impact and most of trained leaders will act as change agent. In Bangladesh a remarkable portion of trained leaders by Leadership Development Program are contributing for society toward development. YPSA-Leadership Development Program also hopes from you to provide guideline to leaders whereby they can really touch their society and can get encouragement. Above-mentioned initiative by leaders will be helpful to take initiative for those people who are contributing to the society lot.



## ধারণা পত্র

### বিষয় : সামাজিক নেতৃত্বের বিকাশ

#### প্রারম্ভিক কথা :

জাতিসংঘ ঘোষিত আন্তর্জাতিক যুব বর্ষে ১৯৮৫ সালের ২০ শে মে চট্টগ্রাম জেলার উপকূলীয় উপজেলা সীতাকুন্ডের কিছু উদীয়মান যুবদের স্বপ্নে গড়ে তোলা "ইয়ং পাওয়ার" থেকে বর্তমানের বেসরকারী উন্নয়ন সংগঠন ইপসা (ইয়ং পাওয়ার ইন সোশ্যাল এ্যাকশন) প্রতিষ্ঠিত হয়। একটি অরাজনৈতিক, স্বেচ্ছাসেবী সমাজ উন্নয়ন সংগঠন হিসেবে ইপসা তার উন্নয়ন অংশীদারীত্বের ৩০ বছর অতিক্রম করেছে। প্রতিষ্ঠালগ্ন থেকে ইপসার লক্ষ্য ছিল এমন একটি দারিদ্রমুক্ত সমাজ যেখানে সকলের অধিকার নিশ্চিত হয়েছে। সমাজের যুব ও সুবিধা বঞ্চিত, বিভিন্ন প্রান্তিক দারিদ্র জনগোষ্ঠীর বহুবিধ বাস্তবতাকে চিহ্নিত ও মোকাবেলা করে লক্ষিত জনগোষ্ঠীর ক্ষমতায়নের মাধ্যমে ইপসা স্থানীয়, জাতীয় ও আন্তর্জাতিক পর্যায়ে সরকার ও দাতা সংস্থাসমূহের কাছে বিশ্বস্ত ও নির্ভরযোগ্য উন্নয়ন অংশীদার হিসেবে এগিয়ে যাওয়ার ঐকান্তিক প্রচেষ্টাকে সুসংহত ও প্রতিষ্ঠিত করেছে। এই সময়কালে সংস্থা ইপসা চট্টগ্রাম বিভাগের ১১ টি জেলা, ঢাকা এবং দেশের বিভিন্ন অঞ্চলে সরাসরি এবং পার্টনারশীপের মাধ্যমে শিক্ষা, মানবাধিকার, স্বাস্থ্য, জলবায়ু পরিবর্তন অভিযোজন, পরিবেশ ও দুর্যোগ ব্যবস্থাপনা, অর্থনৈতিক উন্নয়ন, প্রতিবন্ধী ব্যক্তিদের অধিকার, নারী অধিকার, এইচআইভি এইডস সচেতনতা এবং তথ্য ও যোগাযোগ প্রযুক্তি বিষয়ে বিভিন্ন উন্নয়নমূলক কার্যক্রম বাস্তবায়ন করেছে। জাতীয় ও আন্তর্জাতিক পর্যায়ে সুনামের সাথে ইপসা সম্পৃক্ত হয়েছে বিভিন্ন সরকারী, বেসরকারী ও আন্তর্জাতিক নেটওয়ার্কের সাথে।

প্রতিষ্ঠালগ্ন থেকে ইপসা যুব সচেতনতা ও সাধারণ মানুষের অধিকার প্রতিষ্ঠায় কার্যক্রম পরিচালনা করে আসছে। এর মধ্যে রয়েছে শিক্ষা, মানবাধিকার, নেতৃত্বের প্রশিক্ষণ এবং তাদের কল্যাণ ও অধিকার সংরক্ষণ বিষয়ক কার্যক্রম। তারই ধারাবাহিকতায় যুব সমাজ ও সমাজের প্রান্তিক জনগোষ্ঠীর নেতৃবৃন্দের মধ্যে নেতৃত্বের গুণাবলীর প্রকাশ ও বিকাশের জন্য ইপসা USAID এর আর্থিক সহযোগিতা এবং কাউন্টার পার্ট ইন্টারন্যাশনাল এর কারিগরী সহায়তায় নভেম্বর, ২০১৩ থেকে লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম (নেতৃত্ব বিকাশ কর্মসূচি) চট্টগ্রাম জেলার সীতাকুন্ড উপজেলায় বাস্তবায়ন শুরু করে। সময়ের পথ পরিক্রমায় এই প্রকল্পটি চট্টগ্রামের অন্য উপজেলা মীরসরাই এবং কক্সবাজারের রামু উপজেলায় বিস্তৃতি লাভ করে। নেতৃত্ব বিকাশ কর্মসূচির লক্ষ্য ছিল কমিউনিটি ও যুবসম্প্রদায়ের মাঝে নেতৃত্বের গুণাবলী প্রয়োগের মাধ্যমে তাদের সামাজিক ও রাষ্ট্রীয় অধিকার ও দায়িত্বসমূহ পালনে সচেষ্ট হয়ে আত্ম-

উন্নয়নের পথকে সুগম করা। এই প্রকল্পটি আগামী ৩১ জানুয়ারি, ২০১৬ ইং সমাপ্ত হতে যাচ্ছে আর এই সময়ের মাঝে চট্টগ্রাম ও কক্সবাজার জেলার ২টি উপজেলার ১৭টি ইউনিয়নে এই প্রকল্পের মাধ্যমে প্রায় ২৮০০ যুব ও কমিউনিটি মানুষের মাঝে নেতৃত্বের বিকাশ ঘটানো হয়েছে আর তাদের মাঝে বৃদ্ধি পেয়েছে সামাজিক সচেতনতা ও স্থানীয় সরকারের মাঝে জাগ্রত হয়েছে দায়বদ্ধতা ও সুশাসন।

## লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের ইতিকথা

নেতৃত্ব বলতে স্বাভাবিকভাবে আমরা বুঝি কোন নেতা হওয়া কিংবা ক্ষমতায় অধিষ্ঠিত হয়ে কোন দেশ, জাতি, দল বা সংঘকে পরিচালনা করা। আসলে বিষয়টি অনেকটা তাই হলেও পুরোটা নয়। কারণ মানুষের সমস্যা জীবনব্যাপী যার সমাধান কখনো মানুষ জানে। আর এই মানব সমস্যা থেকেই লিডারশীপ বা নেতৃত্বের জন্ম। সুতরাং নেতৃত্ব হলো এমন এক ধরনের সামাজিক প্রভাব যার সাহায্যে সমাধান না জানা মানবীয় গুরুত্বপূর্ণ সমস্যাবলীর সমাধানকল্পে সমন্বিতভাবে নির্দিষ্ট লক্ষ্যে পরিচালনা করা যায়।

লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের মূল উদ্দিষ্ট জনগোষ্ঠী ছিল স্থানীয় যুব সম্প্রদায় ও কমিউনিটি। প্রথম পর্যায়ে প্রকল্প বাস্তবায়নকালীন উক্ত সময়ে সীতাকুন্ড উপজেলা সহ দেশজুড়ে বিরাজমান চরম রাজনৈতিক অস্থিতিশীলতাকে অগ্রাহ্য করে ইপসার কর্মীবৃন্দ প্রতিটি পাড়া, গ্রাম সরেজমিন পরিদর্শন, এলাকার সামাজিক ও সম্পদ মানচিত্র অংকন এবং বিভিন্ন বাছাই প্রক্রিয়ার মাধ্যমে নির্বাচিত ১১৩৪ জন যুবসমাজ ও সমাজের প্রান্তিক জনগোষ্ঠীর নেতৃত্বদের (৫৬৭ জন যুব ও ৫৬৭ জন কমিউনিটি) মধ্যে নেতৃত্বের গুণাবলীর প্রকাশ ও বিকাশের জন্য ইপসা তিন স্তরের বিভিন্ন মেয়াদী প্রশিক্ষণ, যেমন: উৎসাহব্যাধক অনুসন্ধান এবং অংশগ্রহণমূলক সামাজিক সমীক্ষা, কমিউনিটি উন্নয়ন ও উদ্যোগ, গনতন্ত্র ও সু-শাসন ব্যবস্থা, উৎসাহব্যাধক কমিউনিটি মুবিলাইজেশন এবং যুব কার্যক্রম ও এডভোকেসী, তথ্য সচেতন যুব সমাজ, নেতৃত্ব ও যোগাযোগ বিষয়ক প্রশিক্ষণ, যুব ও কমিউনিটির মাঝে নেটওয়ার্ক সৃষ্টি সহ বিভিন্ন এলাকা ভিত্তিক দিবস উদযাপন, মেলার আয়োজনসহ বিভিন্ন সরকারী, বেসরকারী কার্যক্রমের মধ্যে অংশগ্রহণ করার সুযোগ সৃষ্টি করে দেয়া হয়। এর মাধ্যমে প্রশিক্ষিত জনগোষ্ঠী তাদের সামাজিক ও রাষ্ট্রীয় অধিকার ও দায়িত্বসমূহ পালনে সচেষ্ট হয়ে স্বনির্ভরতা ও আত্ম-উন্নয়নের উপায় খুঁজে পান এবং সমাজ উন্নয়নে গুরুত্বপূর্ণ ভূমিকা পালন করেন। এছাড়া সংশ্লিষ্ট ইউনিয়ন পরিষদ, যুব উন্নয়ন অধিদপ্তর এবং বিভিন্ন সরকারি প্রতিষ্ঠান এলডিপি লিডারদের সহযোগিতায় বেশ কিছু উন্নয়নমূলক কার্যক্রম গ্রহণের পাশাপাশি জবাবদিহিতা সুনিশ্চিত করেছে।

সীতাকুন্ড উপজেলার সফল অভিজ্ঞতার উপর ভিত্তি করে ২০১৪ সালের অক্টোবর মাস



থেকে ইপসা কক্সবাজারের রামু ও চট্টগ্রামের মীরসরাই এবং সীতাকুন্ড উপজেলার ১৭টি ইউনিয়নে ১৬৮০ জন যুব ও সামাজিক নেতৃত্বদকে যথাযথ বাছাই প্রক্রিয়ার মাধ্যমে নির্বাচিত করে জানুয়ারী ২০১৬ ইং পর্যন্ত উৎসাহব্যাধক কমিউনিটি ও যুব নেতৃত্ব, তথ্য সচেতন যুব সমাজ, কমিউনিটি উন্নয়ন, গণতন্ত্র ও সুশাসন এবং যোগাযোগ ও নেতৃত্ব দক্ষতা বৃদ্ধি, তথ্য প্রযুক্তি বিষয়ক প্রশিক্ষণ প্রদান সহ লিডারদের সমন্বয়ে নির্বাচনের মাধ্যমে ইউনিয়ন উন্নয়ন ফোরাম গঠন, ইয়ুথ ফোরাম গঠন, ইউনিয়ন পরিষদ ওরিয়েন্টেশন, ইউপি স্টিয়ারিং কমিটির নেতৃত্বদের সাথে এডভোকেসি সভার আয়োজন করে।

আমরা লক্ষ্য করেছি ইপসার নেতৃত্ব বিকাশ প্রশিক্ষণ গ্রহণের মাধ্যমে ২৮১৪ জন যুবসমাজ ও সমাজের প্রতিনিধিত্বশীল নেতৃত্বদদের মধ্যে নেতৃত্ব ও সুষম বিকাশের সুযোগ তৈরী হওয়ায় তারা স্থানীয় পরিকাঠামোকে শক্তিশালীকরনসহ বিভিন্ন উন্নয়নমূলক কার্যক্রম গ্রহণ করেছে যা তাদের আত্ম-উন্নয়ন ও নিজের এলাকার মান উন্নয়নে ভূমিকা রাখছে। সীতাকুন্ড, মীরসরাই ও রামু উপজেলায় প্রশিক্ষিত লিডারদের বিভিন্ন সামাজিক উদ্যোগ গ্রহণের উদাহরণ সহ স্থানীয় সরকার পরিষদ স্টিয়ারিং কমিটির সদস্য হওয়ার পাশাপাশি বিদ্যালয় পরিচালনা কমিটির গুরুত্বপূর্ণ পদে তারা অংশীদার হয়েছে। স্থানীয়পর্যায়ে যুব ও ট্রেনিং সেন্টারগুলোকে সুসংহত করা, যুবদের অংশগ্রহন নিশ্চিত করা সহ যুবদের একটি নেটওয়ার্ক তৈরী করা হয়েছে। গণতান্ত্রিক কর্মকাণ্ডে কার্যকর ও সক্রিয় ভূমিকা নিশ্চিত করতে নাগরিকদের দক্ষতা ও অংশগ্রহণ বাড়ানো এবং সামাজিক উন্নয়ন ত্বরান্বিত করাই ছিলো নেতৃত্ব বিকাশ কর্মসূচির মূল উদ্দেশ্য। এর মাধ্যমে কমিউনিটি নেতা (৩৫ উর্দ্ধ ব্যক্তিদের) এবং যুব নেতাদের (১৮-৩৫ বছর) দক্ষতা বৃদ্ধির পাশাপাশি তারা গণতন্ত্র ও উন্নয়ন ধারা পরিবর্তনের দূত হিসেবে কাজ করতে সচেষ্ট হন।

তথ্য প্রযুক্তিতে যুবকদের সক্ষমতা অর্জন ও আত্ম-কর্মসংস্থানে এর সফল ব্যবহারের পথ সন্ধানে ইপসা রামু, মীরসরাই ও সীতাকুন্ড উপজেলায় ২টি করে ২১০ জন যুব লিডারদের তথ্য প্রযুক্তি বিষয়ক প্রশিক্ষণ প্রদান, উপকরণ সরবরাহ ও সনদপত্র বিতরণ করে। উক্ত তথ্য প্রযুক্তি প্রশিক্ষণে কাউন্টারপার্ট ইন্টারন্যাশনালের প্রতিনিধিত্ব ও যুক্তরাজ্যে আর্কিটেকচারাল এসোসিয়েশনের সদস্যরা উপস্থিত ছিলেন।

ইপসা নেতৃত্ব বিকাশ কর্মসূচি বাস্তবায়নের অভিজ্ঞতায় সফল ও ইতিবাচক যুব ও কমিউনিটি নেতৃত্বদের সন্ধান পেয়েছে যারা এলাকার উন্নয়নে গুরুত্বপূর্ণ ভূমিকা পালন করেছে। সেই সকল সফল নেতৃত্বদের কেইস স্টাডি করে একজন ব্যক্তি নিজেকে দক্ষ নেতার ৮টি বিশেষ লক্ষণ বা বৈশিষ্ট্য রয়েছে যেগুলো হল :

- □ প্লাটফর্ম নয়, মানুষই হলো নেতৃত্বের মূল
- □ চিন্তার সীমাবদ্ধতা নয়, প্রয়োজন উদ্ভাবনী চিন্তার অধিকারী
- □ সব বিষয়ে কাজ করার মানসিকতা ও পরিচালনার ক্ষমতা থাকা

- □ ভালো শ্রোতা হওয়া
- □ স্বচ্ছতা, জবাবদিহিতা ও দায়িত্বশীলতা থাকা
- □ আপসহীনতা
- □ ঝুঁকি গ্রহণের মানসিকতা
- □ সঠিক লক্ষ্য নির্ধারণ ও তা অর্জনের সমন্বয় রাখা

## ইয়ুথ ও কমিউনিটি লিডারদের জন্য প্রশিক্ষণের ব্যবস্থা

- । সীতাকুন্ড উপজেলায় প্রকল্পের প্রথম বছরে ইয়ুথ ও কমিউনিটি নেতাদের জন্য ২দিনের পৃথক প্রশিক্ষণ “উৎসাহব্যঞ্জক কমিউনিটি মবিলাইজেশন” দেওয়া হয় জানুয়ারী, ২০১৪ ইং। উক্ত প্রশিক্ষণের মাধ্যমে যুব ও কমিউনিটি নেতারা সামাজিক উন্নয়ন, উন্নয়নের গতিধারা, সামাজিক পরিবর্তনে লিডারদের ভূমিকা ও দায়িত্ব, নেতা ও নেতৃত্বের বৈশিষ্ট্য সহ সমাজ পরিবর্তন ও উন্নয়নে তাদের বিভিন্ন অবদানের কথা তুলে ধরা হয়।
- । পরবর্তীতে ইপসা কাউন্টারপার্ট ইন্টারন্যাশনালের মাধ্যমে প্রশিক্ষণ ম্যানুয়েল, প্রশিক্ষণার্থীদের জন্য হ্যান্ডআউট সরবরাহের মাধ্যমে কমিউনিটি ও যুব নেতাদের জন্য পৃথক শিরোনামে প্রশিক্ষণের আয়োজন করে।
- । যুব নেতাদের জন্য আয়োজিত প্রশিক্ষণের শিরোনাম ছিলো উৎসাহব্যঞ্জক যুব নেতৃত্ব, তথ্য সচেতন যুব সমাজ, যোগাযোগ ও নেতৃত্ব বিষয়ক।
- । কমিউনিটি নেতাদের জন্য আয়োজিত প্রশিক্ষণের শিরোনাম ছিলো উৎসাহব্যঞ্জক কমিউনিটি নেতৃত্ব, উন্নয়ন প্রেক্ষিত, গণতন্ত্র ও সুশাসন ব্যবস্থা।
- । তিন উপজেলা থেকে বাছাইকৃত ৪২০ জন ইয়ুথ লিডারদের জন্য “যুব নেতৃত্ব বিকাশ ও ক্ষমতায়নে তথ্য প্রযুক্তি” শীর্ষক প্রশিক্ষণের আয়োজন করে ইপসা। প্রশিক্ষণের মাধ্যমে অংশগ্রহণকারীরা বর্তমান বিশ্বায়ন যুগে তথ্য ও যোগাযোগ প্রযুক্তি ব্যবহারের গুরুত্ব সম্পর্কে অবহিত হওয়া এবং এর মাধ্যমে যে তারা গণতান্ত্রিক ও নাগরিক অধিকার, তথ্য অধিকার ও এর সংরক্ষণ এর প্রয়োজনীয়তা সম্পর্কে ধারণা লাভ করে।

## ইউনিয়ন উন্নয়ন ফোরাম

। ইপসা প্রকল্পের কর্ম এলাকার ১৭টি ইউনিয়নের ১৫৩টি ওয়ার্ডে ইয়ুথ এবং কমিউনিটি লিডার ফোরাম প্রতিষ্ঠা করার পর ইয়ুথ ও কমিউনিটি ফোরামের নেতৃবৃন্দের মধ্যে নির্বাচনের মাধ্যমে ১১ সদস্য বিশিষ্ট ১১টি ইউনিয়ন উন্নয়ন ফোরাম গঠিত হয়। তারা বর্তমানে ইউনিয়ন পরিষদের বিভিন্ন জনবান্ধব কর্মসূচী সহ উন্নয়নমূলক কর্মকাণ্ড বাস্তবায়ন সহ বিভিন্ন কার্যক্রমে সক্রিয় অংশগ্রহণ করছে। পরবর্তীতে ইউনিয়ন উন্নয়ন



ফোরাম ইপসার সহযোগীতায় সংশ্লিষ্ট ইউনিয়ন পরিষদের বিভিন্ন স্টিয়ারিং কমিটির সদস্যদের সাথে এডভোকেসি সভা ও ওরিয়েন্টেশন প্রোগ্রামের আয়োজন করে।

## সরকারি প্রতিষ্ঠানসমূহের সাথে মতবিনিময় সভা

। ইপসার ইয়ুথ লিডারদের সাথে চট্টগ্রাম ও কক্সবাজার জেলা যুব উন্নয়ন অধিদপ্তর সরকারের বিভিন্ন প্রতিষ্ঠানের কর্মকর্তাদের সাথে মতবিনিময় সভার আয়োজন করে ২০১৪ ও ২০১৫ সালে। এ মতবিনিময় সভায় ইয়ুথ লিডাররা তাদের কর্মসংস্থান, যুব নীতিমালা ও বর্তমান পরিস্থিতি, ভবিষ্যত করণীয় বিষয় নিয়ে আলোকপাত করেন। সরকারি কর্মকর্তারা মতবিনিময় সভায় যুব সম্প্রদায়ের কর্মসংস্থান, তাদের সমস্যা-সম্ভাবনা ও ভবিষ্যৎ কর্মপন্থা নিয়ে আলোকপাত করেন। এর মাধ্যমে সরকারি প্রতিষ্ঠানের সাথে ইপসার ইয়ুথ লিডারদের নেটওয়ার্ক সৃষ্টি হয় এবং যুব অধিদপ্তরের বিভিন্ন কর্মসংস্থানমূলক প্রশিক্ষণে অগ্রাধিকার ভিত্তিতে সুযোগ পাচ্ছে।

## ইয়ুথ ও কমিউনিটি লিডারদের সামাজিক উদ্যোগ

আমরা লক্ষ্য করেছি, লিডারশীপ ও সামাজিক উদ্যোগ বিষয়ক প্রশিক্ষণ পাওয়ার পর ইপসার ইয়ুথ ও কমিউনিটি লিডাররা দারিদ্র বিমোচন, বাল্য-বিবাহ বন্ধ, ইভটিজিং প্রতিরোধ, মাদকদ্রব্যের আত্মসান বন্ধ, উপকূলীয় বেড়িবাঁধ সংস্কারের দাবীতে সামাজিক সচেতনতা বিষয়ক প্রচারাভিযান, মহিলাদের উদ্যোগে সড়ক সংস্কার, কোচিং সেন্টারের মাধ্যমে বিনামূল্যে স্বেচ্ছাসেবার মাধ্যমে দরিদ্র শিক্ষার্থীদের পড়াশোনার ব্যবস্থা, সাংস্কৃতিক অনুষ্ঠানের আয়োজন করা, নারী নির্যাতন প্রতিরোধ, কুটির শিল্প প্রতিষ্ঠান সৃষ্টির মাধ্যমে বেকার যুবকদের কর্মসংস্থান সৃষ্টি, যুব উন্নয়ন ও সরকারি বিভিন্ন প্রশিক্ষণ গ্রহণের মাধ্যমে আত্ম-কর্মসংস্থান ও দারিদ্র বিমোচন, স্থানীয় সরকার প্রতিষ্ঠানের জবাবদিহিতা ও স্বচ্ছতা আনয়নে পরামর্শবাক্ত স্থাপন, ধর্মীয় উপাসনালয়ের সংস্কার ও আলোকবাতি স্থাপন, কবরস্থান ও শশ্মানের অবকাঠামো পুনঃনির্মাণ সহ অনেক প্রশংসনীয় কার্যক্রম সম্পন্ন করেছেন আমাদের লিডাররা এবং ভবিষ্যতেও তারা আরো ভালো ভালো উদ্যোগ গ্রহণ করবেন বলে আমাদের কাছে প্রতিশ্রুতি দিয়েছেন।

## বিদ্যমান চ্যালেঞ্জ

লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম বাস্তবায়নে ইপসা প্রতি মুহূর্তে বিভিন্ন সমস্যার মুখোমুখি হয়েছিল যার সফল সমাধানের মাধ্যমেই এসেছে এই প্রকল্পের সফলতা। ২০১৩ সালের নভেম্বর থেকে ২০১৪ সালের ফেব্রুয়ারী পর্যন্ত চরম রাজনৈতিক অস্থিতিশীলতার কারণে প্রকল্প বাস্তবায়নে এলাকা পরিদর্শন, লিডার বাছাই প্রক্রিয়ায়

সময় লেগেছিল। এছাড়া স্থানীয় প্রভাবশালীদের চাপ ছিল তাদের পছন্দমতো তালিকা থেকে লিডার বাছাইয়ের জন্য। প্রশিক্ষনের সময়কালীন প্রশিক্ষণার্থীদের সহজবোধ্য উপস্থাপন ও তাদের মনোযোগ ধরে রাখা ছিল একটি বড় চ্যালেঞ্জ যার সফলতা আমরা তাদের বিভিন্ন সামাজিক উদ্যোগের কাজের প্রতিফলন লক্ষ্য করেছি।

## লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের ভবিষ্যৎ ও আমাদের প্রত্যাশা

লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম গণতান্ত্রিক ও উন্নয়ন প্রক্রিয়ায় কার্যকর ও সক্রিয়ভাবে সম্পৃক্ত করতে নাগরিকদের অংশীদারিত্ব ও দক্ষতা বৃদ্ধি করা এবং সমাজের উন্নয়ন ত্বরান্বিত করতে রামু, মীরসরাই ও সীতাকুণ্ডে অগণন্য ভূমিকা পালন করেছে এবং স্থানীয় মানুষের মাঝে ব্যাপক উদ্দীপনার সৃষ্টি করেছিল। এছাড়া এ প্রকল্প কমিউনিটি ও যুব সম্প্রদায়কে প্রশিক্ষণ প্রদান করে তাদেরকে গণতান্ত্রিক প্রক্রিয়ায় পরিবর্তনে প্রতিনিধি হওয়া এবং নিজেদের কমিউনিটিতে স্থায়ীত্বশীল উন্নয়ন উদ্যোগ বাস্তবায়নে তাদের পথপ্রদর্শকের ভূমিকাও পালন করেছে। ২৮১৪ জন যুব ও কমিউনিটি লিডারদের মাঝে সমাজ উন্নয়নে নতুন নেতৃত্বের বীজ অংকুরোদগম করেছে। আমাদের প্রত্যাশা এই ধারা চলমান থাকুক। এই যুব ও কমিউনিটি মানুষদের মধ্যে ইতিবাচক সামাজিক নেতৃত্ব নিশ্চিত করতে পারলে জাতীয় উন্নয়নে অগ্রণী ভূমিকা পালন করা সম্ভব হবে।





# সফল কিছু উদ্যোগী লিডারের কথা

মো. আজম খান



মো: আজম খান সীতাকুন্ড উপজেলার মুরাদপুর ইউনিয়নের লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের মুরাদপুর ইউনিয়ন উন্নয়ন ফোরামের সভাপতি। ২০১৩ সালের নভেম্বর মাসে লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম সীতাকুন্ড উপজেলায় ৭টা ইউনিয়নে কার্যক্রম শুরু করে। সেই প্রক্রিয়ায় আজম খান ইয়ুথ লিডার হিসাবে এলডিপিতে সম্পৃক্ত হয়। ইপসা-এলডিপি দ্বারা প্রশিক্ষণ পাওয়ার পর তার মাঝে নেতৃত্বের বিকাশ ঘটে এর পর সে তার ওয়ার্ডের সকল ইয়ুথ লিডার নিয়ে মিটিং করে সমাজের উন্নয়ন কিভাবে করা যায়। কোথায় কোথায় উন্নয়নের প্রয়োজন আছে তিনি সব বিষয় গুলি নিয়ে সকলের সাথে আলোচনা করেন। আলোচনা করে সকলে ২নং ওয়ার্ডের দীর্ঘ ৪০ বছর ধরে কবরস্থানের পাশে চলাচলের রাস্তা না থাকায় উক্ত এলাকার জনগনের চলাচলের জন্য রাস্তা করার সিদ্ধান্ত গ্রহন করে সাথে সাথে দরখাস্ত করে সুশীল সমাজের স্বাক্ষর নিয়ে চেয়ারম্যানকে দরখাস্ত প্রদান করেন। তার নেতৃত্ব দেখে চেয়ারম্যান খুব খুশী হন এবং উক্ত সময়ে বাজেট না থাকার বিষয়টা শেয়ার করেন। পরে উক্ত ২নং ওয়ার্ডের মেম্বর এজাহারুল ইসলাম নিজে ব্যক্তিগত ভাবে করে দেওয়ার সিদ্ধান্ত গ্রহন করেন। মুরাদপুর ইউনিয়নে বর্তমানে সমাজ উন্নয়নে যত গুলো কাজ করা হয়েছে বা হচ্ছে প্রথমে তার উদ্যোগ গ্রহন করেন আজম খান। তার ব্যক্তিগত উদ্যোগের মাধ্যমে মুরাদপুর ইউনিয়নে ৩টা রাস্তার কাজ সম্পন্ন হয়েছে যা সমাজের বৃহত্তর উন্নয়নে ভূমিকা রেখেছে। এছাড়া উক্ত ইউনিয়নের ইয়ুথ লিডারদের সহযোগিতায় সবুজ পাতা নাম দিয়ে একটি ক্লাব গঠন করেন, যা ইউনিয়ন পরিষদের পাশেই অবস্থিত। আর উক্ত ক্লাবের সভাপতি আজম খান। আজম খানের নেতৃত্বে ২০১৫ সালের জুলাই মাসে ৬জন প্রতিবন্ধী পরিবারকে ইফতার সামগ্রী বিতরণ করা হয়। উক্ত উদ্যোগগুলি গ্রহন করার ফলে ইউনিয়নের জনগনের কাছে তার গ্রহনযোগ্যতা বেড়েছে, এলাকাবাসী তাকে সম্মান করে। এলাকার জনগন যে কোন প্রয়োজনে তার কাছে চলে আসে। ভবিষ্যতে আজম খান সমাজ উন্নয়নের জন্য ইউপি নির্বাচন করবেন বলে প্রত্যাশায় আছেন। কারন এলাকার লোকজনের প্রত্যাশা ভবিষ্যতে আজম খান ইউপি নির্বাচনে অংশগ্রহন করে জনগনের প্রত্যাশা পূরণ- করবেন।

কিভাবে তার মাঝে দক্ষতা বৃদ্ধি পেয়েছে এ প্রসঙ্গে তিনি বলেন “লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম থেকে নেতৃত্ব বিকাশ বিষয়ক প্রশিক্ষণের মাধ্যমে আমার মাঝে

নেতৃত্বের দক্ষতা বৃদ্ধি পায়। উক্ত দক্ষতাকে কাজে লাগিয়ে আমি সমাজ উন্নয়নে ভূমিকা রাখছি”। স্থানীয় পর্যায়ে নেতৃত্ব বিকাশের জন্য কি কি করা যেতে পারে বলে এ ব্যাপারে তিনি বলেন লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের ৪টা প্রশিক্ষণ কমিউনিটির অন্যান্য যুব সমাজের মাঝে বিলিয়ে দেওয়া প্রয়োজন। তাছাড়া যুব বিষয়ক বিভিন্ন প্রশিক্ষণে অংশগ্রহণ করলে তাদের নেতৃত্বের বিকাশ ঘটবে। মুরাদপুর ইউনিয়ন পরিষদ চেয়ারম্যান বিভিন্ন কাজে এখন তার পরামর্শ গ্রহণ করেন। তাঁর কার্যক্রম দেখে ইউপি চেয়ারম্যান আজম খানকে ২০১৫ সালের অক্টোবর মাসে মুরাদপুর ইউনিয়ন পরিষদের কৃষি মৎস্য ও প্রাণি সম্পদ কমিটির সদস্য নির্বাচিত করেন।

## আলহাজ্ব সৈয়দুল হক

আলহাজ্ব সৈয়দুল হক সীতাকুন্ড উপজেলার সৈয়দপুর ইউনিয়নের লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের সৈয়দপুর ইউনিয়ন উন্নয়ন ফোরামের সভাপতি। লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম থেকে নেতৃত্ব বিকাশ বিষয়ক প্রশিক্ষণের মাধ্যমে তিনি সমাজ উন্নয়নে নেতৃত্ব ও সবাইকে সংগঠিত করে সমাজ উন্নয়নে ভূমিকা রাখার বিষয়ে দক্ষতা



অর্জন করেন। কমিউনিটি লিডার হিসাবে এলাকার বিভিন্ন শালিস বিচারের আমাকে প্রতিনিধি হিসাবে রাখা হয় এবং সেই শালিস বিচার গুলো তিনি মীমাংসা করেন। ইউনিয়ন পরিষদের চেয়ারম্যান যেকোন প্রয়োজনে তার থেকে পরামর্শ গ্রহণ করেন এবং ২০১৫ সালের অক্টোবর মাসে ইউনিয়ন পরিষদ স্ট্যান্ডিং কমিটির হিসাবরন কমিটির সদস্য করেন। এছাড়াও উপজেলা যুব উন্নয়ন অধিদপ্তরের সাথে সম্পৃক্ত হয়ে তার এলাকার ২২ জন ইয়ুথ লিডারকে(মহিলা) সেলাই প্রশিক্ষণ প্রদানে সহযোগিতা করেন। তারা এখন সেলাই মেশিনের মাধ্যমে অর্থনৈতিক ভাবে সাবলম্বী হচ্ছে এবং কর্মসংস্থান সৃষ্টিতে অগ্রনী ভূমিকা পালন করছে।

## নারগিস আক্তার

নারগিস আক্তার সীতাকুন্ড উপজেলার সৈয়দপুর ইউনিয়নের লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের সৈয়দপুর ইউনিয়ন উন্নয়ন ফোরামের সহ-সভাপতি। লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম থেকে তথ্য সচেতনতা, নেতৃত্ব বিকাশ বিষয়ক প্রশিক্ষণ এবং এডভোকেসি বিষয়ক প্রশিক্ষণে মাধ্যমে তিনি নেতৃত্ব দক্ষতা, তথ্য সচেতনতা বিষয়ে দক্ষতা বৃদ্ধি পায়। উক্ত ট্রেনিং থেকে আরোও জানতে পারেন যুব উন্নয়ন অধিদপ্তরে যুবদের জন্য বিভিন্ন রকমের প্রশিক্ষণের সুযোগ সুবিধা আছে। তিনি যুব স্যারের সাথে আলোচনা করে ৪০ জনে সেলাই প্রশিক্ষণের সহযোগিতা করেন। ২২ জন যুবকে মৎস্য চাষ প্রশিক্ষণে সহযোগিতা এবং ৪০ জন যুবকে ব-ক বাটিক প্রশিক্ষণে সহযোগিতা করেন। এছাড়াও মোবাইল সার্ভিসিং প্রশিক্ষণ ও বিউটি পার্লার প্রশিক্ষণ মোট ১২৫ জনকে প্রশিক্ষণ প্রদানে সহযোগিতা করেন। এবং উক্ত প্রশিক্ষণ থেকে তিনিও প্রশিক্ষণ গ্রহণ করেন। প্রশিক্ষণ নেওয়ার পর সেলাই মেশিনের মাধ্যমে অর্থনৈতিক ভাবে তিনি সাবলম্বী হচ্ছে ও কর্মসংস্থান সৃষ্টিতে ভূমিকা রাখছেন।

## জিফাত বিন রহমান

জিফাত বিন রহমান সীতাকুন্ড উপজেলার বাড়বকুন্ড ইউনিয়নের লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের বাড়বকুন্ড ইয়ুথ ফোরামে উন্নয়ন কমিটির সাধারণ সম্পাদক। লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম থেকে নেতৃত্ব বিকাশ বিষয়ক প্রশিক্ষণের মাধ্যমে তার মাঝে নেতৃত্বের দক্ষতা বৃদ্ধি পায়। প্রশিক্ষণ পাওয়ার পর তার এলাকায় ইয়ুথ লিডারদের নিয়ে একটা সাংস্কৃতিক টিম গঠন করেন। ঐ টিমের মাধ্যমে তিনি বাল্য বিয়ে, যৌতুক, মাদক, প্রতিরোধ বিষয়ে নাটক প্রদানের মাধ্যমে সীতাকুন্ড উপজেলার ৭ টি ইউনিয়নে সাংস্কৃতিক প্রোগ্রাম করেন। যার মাধ্যমে মানুষ সচেতন হচ্ছে এবং বাল্য বিয়ে ও মাদক হ্রাস পাচ্ছে। ভবিষ্যতে তিনি উক্ত সাংস্কৃতিক টিম পরিচালনার মাধ্যমে সমাজের ইতিবাচক পরিবর্তন আনার কাজে সহযোগিতা করে যাবেন। এছাড়া যুব উন্নয়ন অধিদপ্তর থেকে কম্পিউটার প্রশিক্ষণ গ্রহণ করে নিজের এলাকার ২০জন যুবকে গবাদি পশু পালন ও ফুল চাষ প্রশিক্ষণ প্রদানে সহযোগিতা করেছেন।



## হস্তশিল্পের মাধ্যমে প্রত্যয়ী রিজা বড়ুয়া প্রাতিষ্ঠানিক সহযোগিতা চান

রিজা বড়ুয়ার বাড়ি বাড়বকুন্ড ইউনিয়নের মধ্যম মাহমুদাবাদ গ্রামের বড়ুয়া পাড়ায়। তিনি এখন সীতাকুন্ড উপজেলার বাড়বকুন্ড ইউনিয়নের লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের বাড়বকুন্ড ইউনিয়ন উন্নয়ন ফোরামের সহ-সভাপতি। লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম থেকে নেতৃত্ব বিকাশ বিষয়ক, তথ্য সচেতনতা ও



এডভোকেসি বিষয়ক প্রশিক্ষণের মাধ্যমে সমাজ উন্নয়নে তার মাঝে নেতৃত্বের দক্ষতা বৃদ্ধি পায়। প্রশিক্ষণের সময় সীতাকুন্ড উপজেলা যুব উন্নয়ন অফিসার মো. শাহ আলম সেশনে আলোচনার সময় যুব উন্নয়ন অধিদপ্তরের বিভিন্ন প্রশিক্ষণের কথা ও সুযোগ সুবিধার কথা জানালে তিনি প্রশিক্ষণের জন্য অনুপ্রেরণা পান। এরপর তিনি এবং আরো কয়েকজন মিলে উন্নয়ন অধিদপ্তরের কর্মকর্তার সাথে দেখা করলে তিনি তাকে হস্ত শিল্পে ট্রেনিং নেওয়ার ব্যাপারে পরামর্শ প্রদান করেন। রিজা সহ যারা সেদিন গিয়েছিলেন তারাও হস্তশিল্পের উপর ট্রেনিং নিতে রাজি হন এবং এ প্রসঙ্গে তিনি বলেন “হস্তশিল্প একটি ভিন্ন বিষয় যার মাধ্যমে অল্প সময়ে, অল্প মূলধনে সৃষ্টিশীল কাজের মাধ্যমে দক্ষতা আসার পাশাপাশি স্বাবলম্বী হওয়া যায়। তারা একসাথে ২০জন ইপসার ইয়ুথ লিডার মিলে সমন্বয় রক্ষা করে ১৪ দিনের প্রশিক্ষণ গ্রহণ করেন। প্রশিক্ষণ সমাপ্তের পর তিনি এখন পাথর দিয়ে বিভিন্ন রকম শো পীচ তৈরি করেন এবং তার এলাকার কিশোরী এবং মহিলাদের প্রশিক্ষণ প্রদান করেন। এ প্রশিক্ষণের সময় পরিবার এবং সমাজের বিভিন্ন স্তরে প্রথমে বাধার মুখোমুখি হয়েছিলেন। মহিলারা বাইরে গিয়ে এসব প্রশিক্ষণ নিয়ে কি করবে এবং ব্যবসায়ী হওয়া তাদের জন্য শোভন নয় এরকম বিরূপ মনোভাবের শিকার হয়েছিলেন। লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের প্রোগ্রাম অফিসার জেসমিন আক্তারের সহযোগিতা এবং বিভিন্ন যুক্তির মাধ্যমে তিনি সকলের সহযোগিতা পান। তার তৈরিকৃত জিনিস মার্কেটে বিক্রি করার পাশাপাশি সাবলম্বী হচ্ছেন এবং আত্মকর্মসংস্থানে ভূমিকা রাখছেন। নিজের পড়াশোনার খরচ তিনি নিজেই বহন করছেন। সীতাকুন্ড বিপনী বিতানে নিজেদের হস্তশিল্প বিক্রির পাশাপাশি বিভিন্ন মেলায় তিনি সহ তার গ্রুপের সকলে হস্তশিল্প প্রদর্শনী করছেন।

ভবিষ্যৎ পরিকল্পনার ব্যাপারে রিজা বড়ুয়া বলেন “আমি আমার হস্তশিল্প বাজারে আরো বৃহৎ আকারে ছড়িয়ে দেয়ার জন্য হস্তশিল্প কারখানা করতে চাই। আমাদের হস্তশিল্পগুলি বাজারজাত করার জন্য ইপসা সহ আরো প্রতিষ্ঠানের সহযোগিতা চাই। কারণ সহযোগিতার অভাবে আমাদের মতো অনেক উদ্যোক্তা হতাশাগ্রস্ত হয়ে এধরনের কাজ



থেকে পিছু হটেছেন। কিন্তু আমি চাই নিজে স্বাবলম্বী হওয়ার পাশাপাশি আরো মানুষের মুখে হাসি ফোটাতে আর এজন্য প্রয়োজন প্রাতিষ্ঠানিক সহযোগিতা। ইউনিয়ন উন্নয়ন ফোরামের সহ-সভাপতি হিসেবে তিনি তার ইউনিয়নে বাল্য বিয়ে নারী স্বাস্থ্য পরিবেশ রক্ষণাবেক্ষণ বিষয়কে ইউনিয়নের মানুষদের সচেতনতা সৃষ্টি করছেন তিনি।

## সামাজিক উন্নয়নে অগ্রনী ভূমিকা পালন করতে চান মমতাজ মহল

মমতাজ মহল বি.বি.এ (অর্নাস) ২য় বর্ষের ছাত্রী এল ডি পি এর একজন প্রোগ্রাম অফিসারের সাথে দেখা হওয়ার পর এলডিপি প্রোগ্রাম সম্পর্কে জানতে পারলেন এবং এলডিপি সম্পর্কে তথ্য জেনে উদ্বুদ্ধ হলেন এবং প্রোগ্রাম অফিসারের কাছ থেকে ফরম নিয়ে ফরম পূরন করে জমা দেন। কিছুদিন পর এল ডি পি ট্রেনিং শুরু হলে তিনি ইউনিয়ন পরিষদে গিয়ে উৎসাহব্যঞ্জক কমিউনিটি মোবাইলাইজেশন, যুব পদক্ষেপ ও অ্যাডভোকেসি, যুবদের নীতি মালা সম্পর্কে ও যুব উন্নয়ন অধিদপ্তর সম্পর্কে জানতে পারে। এসব কিছু জানার পর তিনি এবং আরও কিছু বন্ধু মিলে একত্রিত হয়ে সীতাকুন্ড উপজেলায় যুব উন্নয়ন অধিদপ্তরে গেলেন। সেখানে কর্মকর্তা তাদেরকে যুব উন্নয়ন অধিদপ্তরের বিভিন্ন ট্রেনিং নিয়ে আলোচনা করেন। আলোচনার পর তিনি মোবাইল সাভিসিং এর উপর ট্রেনিং নিলেন। ট্রেনিং পাওয়ার পর নিজের এলাকায় গিয়ে তিনি এলাকার ইয়ুথ ভাই বোনদেরকে যুব উন্নয়ন অধিদপ্তর সম্পর্কে বলেন এবং তাদেরকে কিছু ট্রেনিং করতে উদ্বুদ্ধ করেন। এরপর তথ্য সচেতন যুব সমাজ বিষয়ক ট্রেনিং থেকে তারা জানতে পারেন ইউনিয়ন পরিষদ সম্পর্কে স্থানীয় সরকার ও গ্রাম পুলিশ সম্পর্কে। সব মিলিয়ে তার মধ্যে এলো এক নতুন পরিবর্তন।

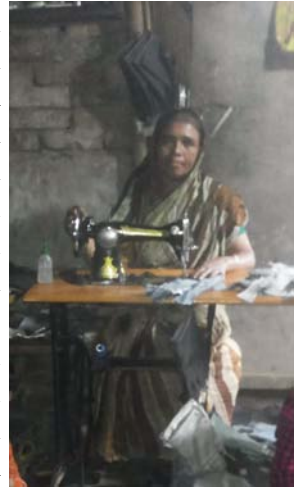


এ প্রসঙ্গে তিনি বলেন এল ডি পি থেকে ট্রেনিং নেওয়ার আগে বাইরের কোন মানুষের সাথে ভাল করে কথাও বলতে পারতাম না। কিন্তু এলডিপি এর ট্রেনিং নেওয়ার পর আমার মধ্যে অনেক পরিবর্তন এসে যাই। এখন আমি আমার এলাকার মেম্বার, চেয়ারম্যান ও গন্যমান্য ব্যক্তিদের সাথে কথা বলতে পারি নিঃসংকোচে। আমার এলাকার যদি কোন সমস্যা হয় আমি আমার এলাকার ইয়ুথ ভাইবোনদের জানাই এবং তাদেরকে সাথে নিয়ে সমস্যা সমাধানের চেষ্টা করি। এতে করে একদিকে সমাজের নিপীড়িত ও বঞ্চিত মানুষরা উপকৃত হচ্ছে ও অন্যদিকে আমার নেতৃত্বের বিকাশ ঘটছে। ট্রেনিং পাওয়ার পর তিনি চেয়ারম্যান সাহেবের সাথে যোগাযোগ করেন এবং দক্ষতার

বিষয় গুলো খুলে বলে এরপর থেকে চেয়ারম্যান বয়স্ক ভাতা বিধবা ভাতা তালিকা চাইলে তিনি উক্ত তালিকা দিয়ে চেয়ারম্যান সাহেবকে সহযোগিতা করেন। এছাড়াও যুব উন্নয়ন অধিদপ্তর থেকে ১০জন যুব লিডারকে প্রশিক্ষণ গ্রহণে সহযোগিতা করেন এবং ৩জন কমিউনিটি লিডার ৩জন হস্‌ড শিল্পকে প্রশিক্ষণ প্রদানে সহযোগিতা প্রদান করেন। তিনি ইপসার লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের ইন্টার্ন হিসেবে কিছুদিন কাজ করেছেন।

## জাহানারা বেগম

জাহানারা বেগমের বাড়ি সীতাকুন্ড উপজেলার কুমিরা ইউনিয়নের বাজারপাড়া গ্রামে। তিনি লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের কুমিরা ইউনিয়ন উন্নয়ন ফোরামের প্রচার সম্পাদক। তিনি সমাজ উন্নয়নে কাজ করবেন এই চিন্তা শুরু থেকে করলেও প্লাটিফরম পাচ্ছিলেন না কাজ করার জন্য। ২০১৩ সালে ইপসার লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামে কমিউনিটি লিডার হিসেবে সম্পৃক্ত হন। এই প্রোগ্রামের আওতায় উৎসাহব্যঞ্জক কমিউনিটি মবিলাইজেশন, গণতন্ত্র ও সুশাসন এবং কমিউনিটি উন্নয়ন বিষয়ক প্রশিক্ষণের পর তার মাঝে নেতৃত্বেও দক্ষতা বৃদ্ধির পাশাপাশি সমাজের সমস্যা চিহ্নিতকরণ ও সমাধানের উপায় বিষয়ে সচেতনতা সৃষ্টি হয়। ইউনিয়ন পরিষদের সাথে বিভিন্ন



এডভোকেসি সভায় উপস্থিতি এবং উন্নয়ন বিষয়ক প্রোগ্রামে উপস্থিত ছিলেন। তাঁর ইউনিয়নে তিনি নিজের উদ্যোগে পুরাতন জিন্টস প্যান্টের কাপড় দিয়ে হাত মোজা ও পা মোজা বানিয়ে সীতাকুন্ড উপজেলা ২টা রোলিং মিল এস এস এম রোলিং মিল শীতরপুর এবং সীমা ইন্ড্রাট্রিজ লিমিটেড বানু বাজার ২ টা মিলে উপকরন গুলো দিয়ে থাকেন। বর্তমানে ৫টা মেশিন নিয়ে ২জন ইয়ুথ লিডার ও কমিউনিটি লিডার এবং ১০জন এলাকা বাসী আর তিনি সহ মোট ১৫ জন কাজ কবে যাচ্ছেন। আগামীতে তার লক্ষ্য হচ্ছে এই কারখানা বড় করা এবং কুমিরা ইউনিয়নে নারী-পুরুষ উভয়ই কাজ করবে।

## খালেদা আক্তার





খালেদা বেগম পড়াশোনা করছেন এম,এ (চলমান) পরিক্ষা। ২০১৩ সালের নভেম্বর মাসে লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম সীতাকুন্ড উপজেলায় ৭টা ইউনিয়নে কার্যক্রম শুরু হলে তারই ধারাবাহিকতায় খালেদা ইয়্যথ লিডার হিসাবে এল ডিপিতে সম্পৃক্ত হন। তিনি ইয়্যথ লিডার হিসাবে উৎসাহ ব্যাঞ্জক কমিউনিটি মবিলাইজেশন, যুব পদক্ষেপ ও এ্যডভোকেসী, তথ্যসচেতন যুব সমাজ এবং যোগাযোগ ও নেতৃত্ব বিষয়ে প্রশিক্ষণ গুলি পাওয়ার পর তার মধ্যে নেতৃত্বের বিকাশ ঘটে। তথ্য সচেতন যুব সমাজ প্রশিক্ষণ থেকে যুব উন্নয়ন অধিদপ্তর থেকে যুবদের কি কি অধিকার আছে, কোথায় কোথায় গেলে অধিকার গুলি পাওয়া যায়, ইউনিয়ন পরিষদের সাথে কিভাবে সম্পৃক্ত হওয়া যায় এই সব বিষয়ে ধারণা লাভ করার পর কর্মসংস্থান সৃষ্টির লক্ষ্যে একদিন খালেদা সীতাকুন্ড উপজেলার যুব উন্নয়ন অধিদপ্তরের যুব উন্নয়ন কর্মকর্তা শাহ আলম স্যারের সাথে দেখা করেন। দেখা করা পর যুব উন্নয়ন কর্মকর্তা যুবদের আবাসিক- অনাবাসিক প্রশিক্ষণ বিষয়ে ধারণা প্রদান করেন।



তখন খালেদা ভাবতে থাকেন বাঁশবাড়িয়া ইউনিয়নের ইয়্যথ লিডারদের জন্য কোন কোন ট্রেনিং প্রয়োজ্য হবে যেটা সমাজ উন্নয়ন ও কর্মসংস্থান সৃষ্টিতে ভূমিকা রাখবে। নারীর ক্ষমতায়নের কথা চিন্তা করে ৪০জন ইয়্যথ লিডারকে সে হস্ত শিল্পের ট্রেনিং করানোর দায়িত্ব গ্রহণ করেন। উপজেলা থেকে ফিরে এসে খালেদা এলাকার ইয়্যথ লিডারদের নিয়ে একটা মিটিং এ আয়োজন করেন। হস্ত শিল্পের প্রশিক্ষণ নেওয়ার পর যুব উন্নয়ন অধিদপ্তর থেকে কি কি সুযোগ সুবিধা পাওয়া যাবে সেই বিষয়ে মিটিং এ বর্ণনা করেন। সে আরো বর্ণনা করেন উক্ত প্রশিক্ষণ পাওয়ার পর যুব উন্নয়ন অধিদপ্তর ৪০ জন যুবককে সনদ পত্র প্রদান করবেন, ঐ সনদের মাধ্যমে যুব উন্নয়ন অধিদপ্তর থেকে সর্বনিম্ন ৩০হাজার টাকা ঋণ গ্রহণ করা যাবে। যা ২বছরে পরিশোধ যোগ্য। খালেদার কথা শুনে যুবরা ট্রেনিং করার জন্য রাজি হয়ে গেলেন। সকলের কাছ থেকে কাগজপত্র নিয়ে যুব উন্নয়ন অধিদপ্তরে খালেদা প্রদান করেন। এরপর খালেদা ইউনিয়ন পরিষদের চেয়ারম্যানের কাজ থেকে ট্রেনিং এ স্থান নির্বাচনের পরামর্শ চাইলে চেয়ারম্যান জনাব শওকতুল আলম জাঙ্গাগীর ট্রেনিং এর স্থান হিসেবে ইউনিয়ন পরিষদের হল রুম ব্যবহারে জন্য অনুমতি প্রদান করেন। এরপর খালেদাসহ ৪০জন যুবরা হস্ত শিল্প প্রশিক্ষণ গ্রহণ করেন।



এখানে উল্লেখ্য যে খালেদারা সাতবোন। ছোটবেলায় খালেদা পিতা-মাতাকে হারিয়ে পেলেন। পরিবারের হাল ধরার মত কোন পুরুষ লোক ছিলনা। তাই পরিবার পরিবারচালনা ও সমাজে প্রতিষ্ঠিত হওয়ার জন্য সবাই লেখাপড়া চালিয়ে যাচ্ছেন। পাশাপাশি বিভিন্ন রকমের হাতের কাজ শিখে কারিগরি দক্ষতা অর্জন করেন। যুব উন্নয়ন অধিদপ্তর থেকে খালেদা বিউটি পার্লার প্রশিক্ষণ গ্রহণ করেন। এই প্রশিক্ষণ গ্রহণ করার পর খালেদা তার ৪ বোনসহ আশেপাশের যুবতী মেয়েদেরকে হস্‌ড শিল্পের উপর প্রশিক্ষণ প্রদান করেন।

এরপর খালেদা একটি উদ্যোগ গ্রহণ করেন, দিনের বেলায় তারা লেখাপড়া করবেন এবং রাতের বেলায় তারা বিভিন্ন রকমের কারুকাজ দিয়ে শো পীচ তৈরী করবেন। করতে করতে তারা অনেক গুলো শো পীচ তৈরী করলেন। খালেদা ভাবতে লাগলেন এই শো পীচ গুলো কোথায় বিক্রয় করা যায়। একদিন খালেদা প্রোগ্রাম অফিসার জেছমীন আক্তারের সাথে যোগাযোগ করলে জেছমীন আক্তার সীতাকুণ্ড উপজেলার নিউমার্কেট এ “কল্লতর” শপিং মলে মালিকের সাথে আলোচনা করলে মালিক খালেদার শো পীচ গুলো দেখে খুব খুশী হন এবং জিনিস গুলো নেওয়ার জন্য আগ্রহ প্রকাশ করেন। সে থেকে খালেদা কল্লতরর মাধ্যমে তৈরীকৃত জিনিস গুলো বিক্রি করেন। এই ভাবে খালেদা ও অন্য যুবতীরা আত্মকর্মসংস্থান সৃষ্টিতে সমাজ উন্নয়নের ভূমিকা রেখে যাচ্ছেন। এবং অর্থনৈতিকভাবেও অবদান রাখছেন।

এল ডিপি দ্বারা প্রশিক্ষিত হওয়ার পর সে যে কাজ গুলির সাথে সম্পৃক্ত হয়: প্রশিক্ষণ পাওয়ার পর তার মাঝে নেতৃত্বের বিকাশ ঘটে। খালেদা একদিন বর্ণনা করেন ট্রেনিং পাওয়ার আগে চেয়ারম্যান সাহেবের সাথে কথা বলাতো দূরের কথা, কোন মানুষের সাথে দাড়িয়ে কথা বলার সাহস আমার ছিলনা, যেটা আমি অর্জন করেছি নেতৃত্ব বিষয়ক প্রশিক্ষণের মাধ্যমে। খালেদার সাথে আলোচনা করে জানা যায় হতদরিদ্র এক পিতা টাকার অভাবে মেয়েকে লেখাপড়া বন্ধ করে দিচ্ছেন। খালেদা এই বিষয় নিয়ে অন্যান্য ইয়ুথ লিডারের সাথে যোগাযোগ করে চাঁদা সংগ্রহ করে মেয়েটির হাতে বই তুলে দিয়ে মেয়েটিকে স্কুলে যাওয়ার সুযোগ করে দিলেন। এল ডিপি কিংবা স্থানীয় অন্য কোন প্রতিষ্ঠানের কার্যক্রমের সাথে সম্পৃক্ত হবার পর কি কি কাজ করলেন যা নিজের কিংবা সমাজের বৃহত্তর উন্নয়নে কাজে লেগেছে।

ভবিষ্যতে খালেদা নারীদের কর্মসংস্থান সৃষ্টির লক্ষ্যে একটা কারখানা তৈরী করতে চাই। যার মাধ্যমে উক্ত এলাকার নারীরা সাম্বলষী হয়ে আত্মকর্মসংস্থান তৈরীতে ভূমিকা রাখবেন বলে তার প্রত্যাশা। স্থানীয় পর্যায়ে নেতৃত্ব বিকাশের জন্য কি কি করা যেতে পারে বলে এ প্রসঙ্গে তিনি বলেন “লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের ৪টা প্রশিক্ষণ কমিউনিটির অন্যান্য যুব সমাজের মাঝে বিলিয়ে দিলে অন্য যুবদের নেতৃত্বের বিকাশ ঘটবে। তাছাড়া যুব বিষয়ক বিভিন্ন প্রশিক্ষণে অংশগ্রহণ, এলাকার মিটিং সমাবেশে অংশগ্রহণ বিভিন্ন অনুষ্ঠানে বক্তব্য প্রদান, অভিজ্ঞতা বিনিময় সফরে অংশগ্রহণ করলে স্থানীয় পর্যায়ে তাদের নেতৃত্বের বিকাশ ঘটবে”।





## শাহেদুল ইসলাম সবসময়ে ইতিবাচক থেকে এলাকার উন্নয়নে কাজ করে যেতে চান

মো. শাহেদুল ইসলামের বাড়ি কক্সবাজারের রামু উপজেলার কাউয়ারখোপ ইউনিয়নের মনিরঝিল গ্রামের সম্প্রদায়। তিনি কাউয়ারখোপ ইউনিয়ন উন্নয়ন ফোরামের সাধারণ সম্পাদক হিসেবে দায়িত্ব পালন করছেন। কিশোর বয়স থেকে তিনি সমাজসেবার প্রতি আগ্রহ ছিল আর এলাকার উদ্যোগী তরুণরা মিলে গড়ে তুলেছিলেন মনিরঝিলা ফাউন্ডেশন।



ইপসা কর্তৃক লীডারশীপ ট্রেনিং পাওয়ার পর নেতৃত্ব, উন্নয়ন ও সামাজিক দায়িত্ব বিষয়ে সরেজমিনে জানতে পারেন। মনিরঝিলা ফাউন্ডেশনের উদ্যোগে তিনি ইয়ুথ লিডারদের নিয়ে পরবর্তী কাজের উপর বৈঠকে বসেন।

মনির ঝিল একটি যোগাযোগ বিচ্ছিন্ন এলাকা, তিন দিক দিয়ে নদী বিশিষ্ট এবং একদিক দিয়ে পাহাড় ঘেরা এই গ্রামে সড়ক যোগাযোগ ব্যবস্থা নেই। মাত্র ২ কি:মি: পশ্চিমে রামু উপজেলা সদর পথে আছে একটি সোনাই ছড়ি খাল রাস্তা কাটা হওয়ার পরও ৩০ মিটার একটি ব্রীজের অভাবে গাড়ি যোগাযোগ থেকে বিচ্ছিন্ন হওয়ায় তিনি সকল ইউথ এবং কমিউনিটি লিডারদের নিয়ে শুকনো মৌসুমে গ্রামের মধ্যে যাতে গাড়ী আসতে পারে তার জন্য উক্ত সোনাইছড়ি খালের রাস্তার মাথা স্বেচ্ছাশ্রমের মাধ্যমে মাটি দিয়ে ভরাট করেন। যার ফলে মানুষ সহজে রামুর সাথে গাড়িযোগে যাতায়ত করতে পারছে। আগে বাকখালী নদী পার হয়ে কাউয়ারখোপ হতে গাড়ী রামু যেতে সময় লাগত ১ ঘন্টা। ভাড়া পড়ত ২৫ টাকা এখন ঐ রাস্তার ফলে ভাড়া লাগে ২০ টাকা সময় লাগে ১৫ মিনিট। মনিরঝিলের দণ্ডে কি:মি: দূরে সোনাইছড়ি ইউনিয়ন পরিষদ ও মনিরঝিল ২ নং ওয়ার্ডের কিছু অংশ। মনিরঝিল থেকে সোনাইছড়ি যেতে পথে পড়ে সোনাইছড়ি খাল,যাতায়াত সুবিধার জন্য সোনাইছড়ি খালের উপর একটি কাঠের ব্রীজ নির্মাণের পরিকল্পনা করেন গত সেপ্টেম্বর মাসে। সেই পরিকল্পনা আবার সকলে মিলে সফলভাবে সম্পাদন করেন এলাকাবাসীর প্রদত্ত চাঁদার উপর ভিত্তি করে। এছাড়া পরিবেশের ভারসাম্য রক্ষার জন্য মনিরঝিল কেন্দ্রীয় জামে মসজিদের কবর স্থানে ও কমিউনিটি ক্লিনিকে প্রায় ৩০০০ বৃক্ষের চারা রোপন করি। এই চারাগুলো সরবরাহ করেছিলেন মনিরঝিলের ইপসা ইয়ুথ লিডার আব্দুল মালেক। গত আগষ্ট মাসে এ কাজ সম্পন্ন হয়।

আর্থ সামাজিক উন্নয়নের জন্য তিনি উদ্যোগী হয়ে যুব উন্নয়ন অধিদপ্তরের সাথে যোগাযোগ করে ইয়ুথ লিডারদের সমন্বয়ে ৪০ জনকে ৭দিনের গরু মোটা তাজাকরনের একটি প্রশিক্ষণ গ্রহণে সহায়তা করেন। প্রশিক্ষণে পর এখন এই তরুণরা সার্টিফিকেট পাওয়ার অপেক্ষায় আছে। এতে যুব সমাজ বেকারত্ব ঘোচানোর জন্য গরু মোটা তাজা করতে উদ্বুদ্ধ হয়েছে। আত্মকর্মসংস্থান সৃষ্টি হয়েছে। এছাড়া কমিউনিটিতে কৃষি বিষয়ে জ্ঞান দক্ষতা বৃদ্ধির জন্য তিনি রামু উপজেলা কৃষি বিভাগের সাথে যোগাযোগ করে ২৫ পরিবারের ৫০জনকে (২৫জন মহিলা ২৫জন পুরুষ) IFMC প্রকল্পের মাধ্যমে প্রশিক্ষিত করে গড়ে তুলি।

ইপসার তথ্য সচেতন যুব সমাজ প্রশিক্ষণ পাওয়ার পর ১০ জন তরুণ মনিরী ফাউন্ডেশন নামক ফেইসবুক ফেইজ খুলেন। পরবর্তীতে মনিরী ফাউন্ডেশন নামে একটি গ্রুপ খুলেন। ম্যাসেজ গ্রুপের মাধ্যমে শলা-পরামর্শক্রমে সিদ্ধান্ত গ্রহণ এবং একটি প্রতিবেদন তৈরি করে তা প্রচার করছেন। আরো বহুলভাবে অবহেলিত মনিরবিলের খবর প্রচারের জন্য এবং যথাযথ কর্তৃপক্ষের দৃষ্টি আকর্ষণের জন্য উদ্যোগী হয়ে মনিরবিলের খবর নামক একটি ফেইসবুক গ্রুপ খুলেন। যাতে মনিরবিলের সমস্ত মেধাবীদের নিয়ে মনিরবিলের অবস্থা সম্পর্কিত তথ্যগুলো তুলে ধরার চেষ্টা করা হচ্ছে। মনিরীয়া ফাউন্ডেশন প্রতিষ্ঠার পর কৃষি বিভাগের সাথে তিনি সক্রিয়ভাবে যোগাযোগ করলে উক্ত সংগঠনের ৩৫জন সদস্যকে IFMC একটি প্রকল্প হতে কৃষি বিজনেস স্কুল প্রদান করা হয়। যাতে সরকার অনুদান দেয় ১,০০,০০০/- (এক লক্ষ) টাকা। ঐ স্কুল পরিচালনার জন্য দায়িত্ব পান মনিরী ফাউন্ডেশনের ২জন পুরুষ ২জন মহিলাসহ মোট ৪জন যারা ইপসার ইয়ুথ লিডার। আগামী ফেব্রুয়ারী ২০১৬ইং থেকে উক্ত স্কুলের কার্যক্রমে শুরু হবে। প্রশিক্ষণার্থী হিসাবে অংশগ্রহণ করবেন মনিরী ফাউন্ডেশনের ২০জন পুরুষ ১৫জন মহিলাসহ মোট ৩৫জন ইয়ুথ লিডার।

কমিউনিটির উন্নয়ন করতে হলে প্রয়োজন পরিকল্পনা। যা তিনি ইপসার প্রশিক্ষণের মাধ্যমে জানতে পারেন এবং এর জন্য কুমিল- ১ বার্ড থেকে ৪দিনের একটি প্রশিক্ষণ গ্রহণ করেন যার নাম ছিল দারিদ্রতা হ্রাস করণ পরিকল্পনা প্রণয়ন। এছাড়াও আনসার ভিডিপি, গলদা চিহড়ি চাষ, রেণু থেকে পোনা উৎপাদন, ধান ক্ষেতে মাছ চাষ, সমবায় হিসাব ব্যবস্থাপনা ইত্যাদির উপর তিনি এবং মনিরবিল গ্রামের ২৭জন ইয়ুথ ও কমিউনিটি লিডার বাংলাদেশের বিভিন্ন জেলার প্রশিক্ষণ একাডেমী থেকে প্রশিক্ষণ গ্রহণ করেন।

যোগাযোগ ও নেতৃত্ব বিষয়ক প্রশিক্ষণ পাওয়ার পর মনিরবিলের ইয়ুথ লিডাররা মিলে সিদ্ধান্ত গ্রহণ করেন আগামীতে বাল্য বিবাহরোধকল্পে গণসচেতনতা সৃষ্টির জন্য বড় বড় বিল বোর্ড গ্রামে টাঙিয়ে দেবেন। মানব পাচার, যৌতুক বিরোধী, সামাজিক আন্দোলন



গড়ে তুলার পাশাপাশি এবিষয়ে এলাকার জনগণকে সচেতন করার জন্য প্রচার অভিযান চালাচ্ছেন। ভবিষ্যৎ পরিকল্পনা নিয়ে তিনি বলেন “ আমরা আমাদের কার্যক্রমকে আরো গতিশীল করার জন্য ইপসার সহযোগিতা ও আরো যুগোপযোগী আত্মকর্মসংস্থানমূলক ট্রেনিং প্রত্যাশা করছি। ইপসার প্রশিক্ষণ মূল্যায়ন করতে গেলে বলবো ইপসা লিডারশীপ ডেভেলপমেন্ট প্রোগ্রাম আমার জীবনের পরিবর্তন এনে দিয়েছে। আমার আগে যে বিষয়গুলো অজানা ছিল তা ইপসা কর্তৃক প্রশিক্ষণ প্রাপ্তির ফলে উপরোলি-খিত কাজগুলি যথাযথভাবে সম্পাদন করতে পেরেছি। এলাকার উন্নয়নে ভূমিকা রাখার মনমানসিকতা সৃষ্টি হয়েছে। নেতিবাচক দৃষ্টিকোণের পরিবর্তে ইতিবাচক দৃষ্টিকোণে এলাকার উন্নয়নে কাজ করে যাওয়ার প্রেরণা যুগিয়েছে। ইপসার লিডারশীপ প্রোগ্রাম থেকে আমরা অনুপ্রাণিত হয়ে এখন আমরা নিজেদের প্রতি যেমন সচেতন হয়েছি তেমনি গ্রাম উন্নয়নের দিকে আমাদের চিন্তা চেষ্টা হাজার গুন বৃদ্ধি করে দিয়েছে। তারই ধারাবাহিকতায় আমরা অনেক স্বেচ্ছাসেবী মূলক কাজ করে গ্রাম উন্নয়নে কাজ করে যাচ্ছি, ইতিমধ্যে আমরা বৃক্ষরোপন কর্মসূচী, রাস্তা মেরামত, ডাইবার্সন নির্মাণ করে গ্রামের ভিতর প্রথম বারের মত সরাসরি গাড়ী যোগাযোগের ব্যবস্থা করণ, কাঠের ব্রীজ নির্মাণে সহযোগীতা প্রদান, ৪০ জন যুবদের গরু মোটাতাজা করণের উপর প্রশিক্ষণ প্রদান, মনিরী ফাউন্ডেশন গঠন, এডভোকিসির মাধ্যমে সংগঠনের ০৪ জন সদস্যকে ifmc প্রকল্পে BFP হিসাবে নিয়োগ প্রাপ্তিতে সহায়তা, সংগঠনের মাধ্যমে ৩৫ জন সদস্যকে প্রশিক্ষণ প্রদানের জন্য ifmc প্রকল্পে আওতায় বিজনেস স্কুল প্রতিষ্ঠা করণ যা আগামী মাসের ২৫ তারিখ থেকে শুরু হবে, ইলেক্ট্রিকেল প্রশিক্ষণ প্রদানের মাধ্যমে দুইজন সদস্যকে আত্মকর্ম সংস্থান সৃষ্টি করণ, দুইজন সদস্যকে ফেনী আঞ্চলিক সমবায় একাডেমীতে প্রশিক্ষণের ব্যবস্থা করণ, ২৫জন মহিলাকে নারী বান্ধব আয়সৃষ্টি মূলক বাড়ীর আঙ্গিনায় নাসারী ও সবজী চাষের উপর প্রশিক্ষণ প্রদান করে দান দক্ষতা বৃদ্ধিতে সহায়তা করে যাচ্ছি। এই সব কিছু সম্ভব হয়েছে ইপসা কর্তৃক প্রশিক্ষণ পাওয়ার ফলে আমি আশা করি ইপসার প্রকল্পটি পর্যা্যক্রমে সারাদেশব্যাপি পরিচালিত হবে। ফলে যুব সমাজ বয়স্কদের মেধাকে কাজে লাগিয়ে সমাজ উন্নয়নে ইতিবাচক ভূমিকা রাখতে অনুপ্রাণিত হবে। ইপসা কে আবারও ধন্যবাদ।

## মঈনুল হোসেনের স্বপ্নের পাঠশালা

মঈনুল হোসেনে বাড়ি চট্টগ্রাম জেলার মীরসরাই উপজেলার সাহেরখালী ইউনিয়নের সমুদ্র উপকূলবর্তী এলাকায়। গ্রামের মধ্যবিত্ত পরিবারে তার বেড়ে উঠা তাই আশে পাশের অবস্থা দেখে সমাজের জন্য কিছু করার চিন্তা করে আর সোনালী স্বপ্নের মাধ্যমে তার এগিয়ে চলা। তিনি বলেন আগে নেতৃত্বও বিষয়ে



সচেতন ছিলেন না। ইপসা থেকে নেতৃত্ব ও সামাজিক উন্নয়ন বিষয়ক প্রশিক্ষণ নেওয়ার পর তার মনমানসিকতায় অনেক পরিবর্তন আসে। প্রশিক্ষণের পর তিনি এলাকার রাস্তাঘাট সংস্কারের চিন্তা করেন এলাকার তরুণদের নিয়ে। তাদের এলাকা চরাঞ্চলে বলে রাস্তাঘাটের অবস্থা খুবই খারাপ, গাড়ি চলাচল করতে পারে না। এতে রোগীসহ বিভিন্ন প্রয়োজনে মানুষের চলাফেরায় দূর্ভোগ পোহাতে হয়। এই রাস্তা সংস্কারে ইউপি চেয়ারম্যানের সাথে গত আগষ্ট মাসে আমরা যোগাযোগ করি। ইপসার নেতৃত্ব কৌশল ও এডভোকেসি বিষয়ক প্রশিক্ষণ এবং ইউনিয়ন পরিষদের সাথে যোগাযোগ কৌশলের উপায়ও তাদের কার্যকর যোগাযোগে সহায়তা করেছে বলে তিনি জানান।

তিনি তাদের এলাকার প্রায় এক বছর আগে সুবিধাবঞ্চিত শিশুদের জন্য সোনালী স্বপ্ন নামে একটি সংগঠন কাম শিক্ষা প্রতিষ্ঠান গড়ে তুলেছেন বলে জানান। এ প্রসঙ্গে তিনি বলেন গজারিয়া ডোমখালী বেড়িবাঁধে চরাঞ্চলের সুবিধাবঞ্চিত শিশুদের নিয়ে যখন সোনালী স্বপ্ন পাঠশালাটি শুরু করেন তখন অনেকেই তাদের পাগল বলেছিল, অনেক বড় বড় মানুষও উপহাস করতো কারো কাছ থেকে উৎসাহ পাননি প্রথমে। কিন্তু অপমান অবহেলাকে হাসিমুখে মেনে নিয়েছিলেন তারা কজন কারণ তারা জানতেন একদিন পরিবর্তন আসবেই, একদিন তাদের মাধ্যমে শিক্ষার আলো এই অন্ধকার পল্লীতেও পড়বে। তাদের তখন কিছুই ছিলনা, কিন্তু চোখে স্বপ্ন ছিলো, স্বপ্ন দেখতেন তাদের কে সামনে এগিয়ে নিয়ে যাবার। .

ইপসার উৎসাহব্যাঞ্জক যুব নেতৃত্ব, যোগাযোগ ও নেতৃত্ব, এডভোকেসি এবং অন্যান্য কর্মসূচিতে অংশ নিয়ে তার মাঝে বিদ্যালয় পরিচালনার দক্ষতা বৃদ্ধির পাশাপাশি সামাজিক সচেতনতা অনেকগুণ বৃদ্ধি পায়। মাত্র ১৪ জন শিশু নিয়ে যে পাঠশালা শুরু করেছিলেন তারা বর্তমানে এখন শিক্ষার্থীর সংখ্যা ৭০ জন। পাঠশালাটি চালু রাখতে গিয়ে অনেক সমস্যার মুখোমুখি হয়েছিলেন তারা। এ প্রসঙ্গে তিনি বলেন “কাজটা



আসলেই চ্যালেঞ্জিং ছিলো খুব। যে জায়গাটায় আমরা ওদের পড়াবো, ওটা আমাদের বাড়ি থেকে প্রায় তিন চার কিলোমিটার দূরে, আবার মাটির রাস্তাটায়, বর্ষায় একহাঁটু কাঁদা হয়, গ্রীষ্মে ধুলাবালিতে জামাকাপড় একাকার হয়ে যায়। কিভাবে যাবো, কিভাবে বছরের পর বছর ওদের আমরা পড়াবো এত কষ্ট করে। সিদ্ধান্ত হলো, গ্রীষ্ম আর শীত সিজনে সপ্তাহে তিনদিন এবং বর্ষায় দুইদিন ওদের পড়াতে যাবো আমরা, বিকেলে দুই থেকে তিনঘন্টা ওদের সময় দেবো। ছোট্ট একটা ঘরে শুরু হলো আমাদের পাঠদান”

বিদ্যালয় চালাতে গিয়ে শুধু শিক্ষার্থীদের পড়াশোনা নয়, অভিভাবকদের সচেতনতা কার্যক্রম শুরু করেন। এই অভিভাবকদের মূল পেশা মাছ ধরা ও কাঠ কাটা। অভিভাবকরা সহ এলাকার মানুষের জন্য শিক্ষা, স্বাস্থ্য ও স্যানিটেশনের ব্যাপারে সচেতন করে তোলার কাজ করেন তারা। একসময়ে এলাকার অনেকে নদীর পানি পান করত এছাড়া বাল্য বিবাহের হারও ছিল বেশী। গত ৫ মাসে তারা ১০টি বাল্যবিবাহ বন্ধ করেছেন। সোনালী স্বপ্নের শিশুদের শিক্ষা প্রদানে উলে- খযোগ্য ভূমিকা রেখেছিলেন ইকবাল আহমেদ,

নাজমুল, তৌহিদ, ইদ্রিস, নয়ন দাশ, রায়হান, নুহিন, রাকিব, সুমন, রিপন, আতিক, মুরাদ ভাইয়া, রাজু ভাইয়া, ফখরুল কাকা ও ইমাম সহ আরো বেশ কয়েকজন উদ্যোগী তরুন। গত ১৫ জানুয়ারি, ২০১৬ ইং ইপসার লিডারশীপ ডেভেলপমেন্ট প্রোগ্রামের কর্মকর্তাদের উপস্থিতিতে স্থানীয় দ্যা চিলড্রেন ভিউ এর পরিচালক মো. জয়নাল ও সাহেরখালী ইউনিয়ন পরিষদ চেয়ারম্যান এর পক্ষ থেকে সোনালী স্বপ্নের ৭০ শিশু সহ পুরো মিরসরাইয়ের ৭০০জন শিশু পেলো শীতের জামা, তার মধ্যে আমাদের পাঠশালার ৫৫ জন শিশু পেলো উষ্ণ আদর

সাহেরখালী ইউনিয়নের ডোমখালী গ্রামের মসজিদে গত ১০ জানুয়ারী ঘোষণা আসে মসজিদের উন্নয়ন কাজ করা হবে কিন্তু ফান্ড শূণ্য থাকায় বেতন দেওয়া যাচ্ছে না, অনেক দেনা পাওনা রয়েছে। মসজিদ কমিটির পক্ষ থেকে গ্রামের যুব সম্প্রদায়ের মানুষের কাছে সাহায্য কামনা করেন। মাঈনুলের নেতৃত্বে সোনালী স্বপ্নের কয়েকজন মসজিদ কমিটির সাথে বিস্তৃত আলোচনা করলেন। সবাই মিলে সিদ্ধান্ত নিলেন জরুরি ভিত্তিতে কিভাবে টাকা কালেকশন করা যায়? তিনি মতামত ব্যক্ত করেন ধানের মৌসুম, ধান সংগ্রহ করে জরুরি ভিত্তিতে কিছু টাকা সংগ্রহ করা যায়। সবাই সাই দিলেন এই উদ্যোগে। গত ২৫ জানুয়ারী ছিলো ধানস আর চাঁদা কালেকশন। সোনালী স্বপ্নের সদস্যরা এবং এলাকার তরুণরা মিলে, বাড়ি বাড়ি গিয়ে চাঁদা কালেকশন করলেন, ধান সংগ্রহ করলেন। প্রত্যেক দুয়ারে দুয়ারে যেতে কারো এতটুকু লজ্জা লাগে নি, মানুষের কাছে চাইতে এতটুকু খারাপ লাগে নি, কারণ দশে মিলে করি কাজ হারি জিতি নাহি লাজ। সবাই পজ্জেটিভলি নিয়েছে উদ্যোগ, যার যার সাধ্যমত সবাই সামিল হয়েছে এই উদ্যোগে। প্রথম দিনই প্রায় দশ হাজার টাকার সমপরিমাণ ধান উঠেছে,



প্রতিশ্রুতি আরো আরো কিছু টাকার। ছেলেরা জীবনে কখনো ধানের বস্তা কাঁধে নেয় নি, তারা খুশী মনে মাথার উপর ধান নিয়ে হেঁটেছে পুরো গ্রাম। সবাই পরিশ্রম করেছে প্রচুর, কিন্তু কারো ক্লান্তি নেই, সবাই সম্ভ্রষ্ট কিছু করতে পেরেছে বলে।

অবশেষে মসজিদের সংস্কার কাজ সম্পন্নের মাধ্যমে মাস্ট্রনুলের নেতৃত্বে একদল তরুণের সামাজিক উন্নয়নে কাজের অংশীদারিত্ব বৃদ্ধি পায় এবং বেড়েছে সামাচিক দায়বদ্ধতা। এ প্রসঙ্গে তিনি বলেন “ মানুষের জন্য কতটুকু করছি এটা মানুষ বিচার করবে, আত্মতৃপ্তির জন্য কাজ কাজ করি, দায়িত্ববোধ থেকে এসব কাজ করি। তবে নিজেকে ভাগ্যবান মনে করি, রুট লেভেলের এসব মানুষের জীবনকাহিনী, সংগ্রামের চিত্র তুলে ধরতে পেরেছি বলে। আশাকরি এসব মানুষগুলো একদিন শিক্ষার আলো পাবে, সুবিধাবঞ্চিত শিশুরা জীবনের দীশা খুঁজে পাবে, ওরা মানুষ হবে, সমাজে সুস্থ ধারা ফিরে আসবে, এর এটা হলেই আমাদের স্বার্থকতা। যত বেশী এসব কাজে অংশ গ্রহণ করছি তত বেশি দায়িত্ব বেড়ে যাচ্ছে, প্রত্যাশাও বাড়ছে। আগামী দিনগুলোতে যেন ভালো কাজগুলো করে যেতে পারি সেই দোয়া করবেন সবাই।









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## News Briefs

### Collaboration between NGOs, LG leaders stressed

Speakers at a programme on Wednesday suggested that the non-government organisations (NGOs) should include the local government representatives with their activities for ensuring greater sustainability of development work. The observation was made at a national dialogue titled 'creating social leadership and sustainable development'. Young Power in Social Action (YPSA) organised it at the capital's CIRDAP Auditorium. Palli Karma-Sahayak Foundation (PKSF) chairman Professor Dr. Qazi Kholiquzzaman Ahmad attended the programme as the chief guest. Speaking on the occasion he said at present many organisations are working for development of the country in various places. In order to make their efforts sustainable, the development agencies concerned should integrate the local government representatives, like - union parishad chairmen and members, with their activities. Among others, human rights activist Zakia K Hasan, Voice of America (VOA) Bangladesh bureau chief S M Zahirul Islam, and Department of Youth Development director Md. Ershad-ur-Rashid spoke on the occasion.

— FE Report

### ইপসার'র জাতীয় সংলাপে বক্তরা স্থানীয় পর্যায়ে সামাজিক নেতৃত্বের বিকাশের মাধ্যমে স্থায়িত্বশীল উন্নয়ন সম্ভব

অর্থনীতিবিদ ও পিকেএসএফ'র চেয়ারম্যান ড. কাজী খলিকুজ্জামান আহমদ বলেন, 'দেশ এগিয়ে যাচ্ছে। নানা প্রতিকূলতা সত্ত্বেও জাতীয় প্রবৃদ্ধি ৬.৫ শতাংশের মতো আছে। আগামীতে ৭ এর কাছাকাছি পৌঁছে যাবে বলে আমার ধারণা। চলমান সমাজে সমস্যা থাকবেই। তবে আসল কথা সমস্যগুলো চিহ্নিত করছি কিনা এবং সমাধানের উপায় খুঁজছি কিনা। বর্তমান নীতি কাঠামো যেটা আছে সেটা দেখলে আমরা বুঝবো যে আমরা অগ্রসরমান পরিকল্পনা করছি ও কর্মসূচি হাতে নিচ্ছি। কাজের পরিধি বা ক্ষেত্র ঠিক করার লক্ষ্যে নেতৃত্বই হলো প্রথম ধাপ। এক্ষেত্রে মানবিক গুণাবলী খুবই জরুরী। আত্মশক্তি আত্মমর্যাদার বিকাশ ঘটলেই মানুষ সফল হতে পারবে বলে আমার ধারণা।' ইয়ং পাওয়ার ইন সোশ্যাল অ্যাকশন-ইপসার'র উদ্যোগে জাতীয় সংলাপে প্রধান অতিথির বক্তব্যে তিনি এসব কথা বলেন।

ঢাকার সিরডাপ মিলনায়তনের আন্তর্জাতিক সম্মেলন কেন্দ্রে ২৭ জানুয়ারি 'স্থানীয় পর্যায়ে সামাজিক নেতৃত্বের বিকাশ ও স্থায়িত্বশীল উন্নয়ন' শীর্ষক সংলাপে সভাপতিত্ব করেন ইপসার'র প্রধান নির্বাহী মো. আরিফুর রহমান। এতে বিশেষ অতিথি ছিলেন কাউন্টার পার্ট ইন্টারন্যাশনালের চিফ অব পার্টি মীর রাকিব আহসান, যুব উন্নয়ন অধিদপ্তরের পরিচালক এরশাদ উর রশিদ, ভয়েস অব আমেরিকার ব্যুরো চিফ এস এম জহুরুল আলম ও উইমেন ফর উইমেনের সভাপতি জাকিয়া কে হাসান।

স্বাগত বক্তব্য রাখেন ইপসার'র প্রকল্প সমন্বয়কারী সৈয়দ আশরাফ উল্লাহ। ধারণাপত্র উপস্থাপন করেন ইপসার'র পরিচালক (সামাজিক উন্নয়ন) মো. মাহাবুবুর রহমান। সংলাপের শুরুতেই সকলের জ্ঞাতার্থে ইপসার'র সামাজিক উন্নয়ন কর্মকাণ্ডের উপর দশ মিনিটের একটি ভিডিও চিত্র প্রদর্শন করা হয়। বিভিন্ন বিষয়ের উপর কেস স্টাডি উপস্থাপন ও অভিজ্ঞতা বিনিময় করেন ইপসার'র বিভিন্ন এলাকার প্রতিনিধিরা। পরে মুক্ত আলোচনা পর্ব শুরু হয় যেখানে ইপসার'র বিভিন্ন এলাকার প্রতিনিধিরা তাদের বক্তব্য তুলে ধরেন। এ সময় বিভিন্ন গণমাধ্যমের সাংবাদিক প্রতিনিধি, বিশ্ববিদ্যালয়ের ছাত্রছাত্রী ও শিক্ষক, নাগরিক সমাজের প্রতিনিধি ও ইপসার'র সদস্যরা উপস্থিত ছিলেন। বিজ্ঞপ্তি





# রামু রাজারকুল, মনিরবিলা হয়ে মইষকুম-রামু-নাইক্ষ্যেড়ি রোড পর্যন্ত সংযোগ সড়ক নির্মাণের



**শাহেদুল ইসলাম**  
মনিরবিলা রাস্তা হতে রামু রাজারকুল রাস্তা পর্যন্ত সড়ক নির্মাণের কাজে অগ্রণী ভূমিকা রাখবে। এই কাজে প্রধান: "সড়ক ও জনপথ সচিব" এর অফিসে কর্মরত সিনিয়র সিস্টেম ইঞ্জিনিয়ার ওয়াশিম আলী।

মনিরবিলা থেকে নিয়ে রামু-নাইক্ষ্যেড়ি রাস্তা দিয়ে এবং সেনসিটিভ ই-কন্ট্রোল সিস্টেমের ব্যবহারে এই কাজ করা হবে। 'সড়ক ও জনপথ সচিব' এর অফিসে কর্মরত সিনিয়র সিস্টেম ইঞ্জিনিয়ার ওয়াশিম আলী রাস্তার সমস্যা ও পরিবর্তন ছাড়াই এই কাজে অগ্রণী ভূমিকা রাখবে।

অতীতে এখানে ১/১০ কি. মি. দুই পরে রামু স্টেশন, রামু বাকার ও উপকণ্ঠে রয়েছে অসম্পন্ন রাস্তা। এই পথে কন্ট্রোলমেন্ট এসে গাড়ি থকে ক্রমে রাস্তা বন্ধ হয়ে যায়। নতুন সৌকর্যে 'সড়ক ও জনপথ সচিব' এর অফিসে কর্মরত সিনিয়র সিস্টেম ইঞ্জিনিয়ার ওয়াশিম আলী রাস্তার সমস্যা ও পরিবর্তন ছাড়াই এই কাজে অগ্রণী ভূমিকা রাখবে।



## লিডারশিপ ডেভেলপমেন্ট প্রোগ্রাম গণতন্ত্র

পাঠ্যে নারী নেতৃত্ব বিকাশ ও শক্তিশালীকরণ বিষয়ক জেডসার 'লিডারশিপ, স্ট্রীং অক্সা' ও অর্থস্বল্প, নারীর ক্ষমতায়ন, অধিকার, নারী নেতৃত্বের ইটালিয়ান পরিচয়ের বিশ্লেষণ নিয়ে আলোচনা করা হয়েছে। আলোচনা করেন, দক্ষিণ মিডাউল্ট ইউনিয়ন পরিষদের সদস্যবৃন্দ মোতাম্মে ১ নং ওয়ার্ডের মুকল করিব মুজিব, ২নং ওয়ার্ডের মোজাম্মদ আহমদ, ৩নং ওয়ার্ডের সোমানা, গণি, ৪নং ওয়ার্ডের মোহাম্মদ আহমদ, ৫নং ওয়ার্ডের মোজাম্মদ আহমদ, ৬নং ওয়ার্ডের মোহাম্মদ ইউসুফ, ৭নং ওয়ার্ডের করিমুল আশম, ৮ নং ওয়ার্ডের আবদুল কামাল, নারী সদস্যদের মধ্যে ৪.৫ ও ৬নং ওয়ার্ডের আলোচনা করেন, দক্ষিণ মিডাউল্ট ইউনিয়ন পরিষদের ওয়ার্ড পরিষদ নেতাদের মধ্যে আলোচনা করেন, বর্শি আহমদ, নূর মোহাম্মদ, রজমান আলী, গাফা হামি, শিলাবায় সোমন, সুদাতা মাজিয়া, মোজাম্মদ আহমদ, ছালাম উজ্জ্ব ও সাহেলি।

অনুষ্ঠানের সমাপনায় ছিলেন দক্ষিণ মিডাউল্ট ইউনিয়নের ইপসার লিডারশিপ ডেভেলপমেন্ট প্রোগ্রামের সোমন কর্মকর্তা বিজয় শংকর বড়ুয়া। আলোচনা করেন বলেন, 'বাংলাদেশে গণতন্ত্র চর্চার সংকট রয়েছে। তখনমূল এ সংকট আরও বেশি। কিন্তু লিডারশিপ ডেভেলপমেন্ট প্রোগ্রাম দক্ষিণ মিডাউল্ট ইউনিয়নে গণতন্ত্র চর্চার ক্ষেত্রে একটি উদাহরণ সৃষ্টি করতে সক্ষম হয়েছে।' এ উদাহরণ সারসংক্ষেপে ছড়িয়ে দেয়া সরকার, কার্যকর টেকনিক উদ্ভাবন নিশ্চিত করতে হবে এবং স্থানীয় সরকারকে শক্তিশালী করতে হবে। জনসংগঠনে এবং গণতান্ত্রিক পদ্ধতিতে উন্নয়ন কার্যক্রমে বাস্তবায়ন করা দরকার।



স্থানীয় নেতৃত্ব বিকাশ ইউনিয়ন পরিষদের ওয়েবসাইটে

## লিডারশিপ ডেভেলপমেন্ট প্রোগ্রাম গণতন্ত্র চর্চার ক্ষেত্রে একটি উদাহরণ সৃষ্টি করেছে

দক্ষিণ মিডাউল্ট ইউনিয়ন পরিষদের ওয়েবসাইটে আলোচনা করেন, দক্ষিণ মিডাউল্ট ইউনিয়ন পরিষদের ওয়ার্ড পরিষদ নেতাদের মধ্যে আলোচনা করেন, বর্শি আহমদ, নূর মোহাম্মদ, রজমান আলী, গাফা হামি, শিলাবায় সোমন, সুদাতা মাজিয়া, মোজাম্মদ আহমদ, ছালাম উজ্জ্ব ও সাহেলি।

# দৈনিক সমুদ্রবর্তী

শেখের পাড়া ০৪ জানুয়ারী ২০১৬, সোমবার

## ইপসা লিডারশীপ প্রকল্পের সহযোগিতায় ইউনিয়ন উন্নয়ন ফোরাম গঠন



শেখের পাড়া

**খুশকুল সিদ্দু পাড়া কেন্দ্রীয় হরি মন্দির মহোৎসব উদযাপন পরিদর্শন গঠিত**

খুশকুল সিদ্দু পাড়া কেন্দ্রীয় হরি মন্দির প্রাঙ্গণে আগামী দুই বছরের জন্য সার্বজনীন মহোৎসব উদযাপন পরিদর্শন গঠন করা হয়েছে। শনিবার রাতে মন্দির প্রাঙ্গণে ইউনিয়ন পূজা উদযাপন পরিষদের সভাপতি অমল কাউশিকের সভাপতিত্বে আলোচনার সনাক্ত সম্প্রদায়ের উপস্থিতিতে অনুষ্ঠিত সাধারণ সভায় এ কমিটি গঠন করা হয়।

কমিটির সভাপতিত্বে আলোচনার সনাক্ত সম্প্রদায়ের উপস্থিতিতে অনুষ্ঠিত সাধারণ সভায় এ কমিটি গঠন করা হয়। কমিটির সদস্যরা হলেন সভাপতি মাস্টার দিলীপ দাশ, সাধারণ সম্পাদক সঞ্জিত দত্ত ও অর্থ সম্পাদক সঞ্জিত দত্ত। সভায় নানা নিক শিখারোহণ করা হয়েছিল। সভায় সভাপতিত্ব করেন খুশকুল সিদ্দু পাড়া কেন্দ্রীয় হরি মন্দির মহোৎসব উদযাপন পরিদর্শন গঠন করা হয়েছে।

খুশকুল সিদ্দু পাড়া কেন্দ্রীয় হরি মন্দির প্রাঙ্গণে আগামী দুই বছরের জন্য সার্বজনীন মহোৎসব উদযাপন পরিদর্শন গঠন করা হয়েছে। শনিবার রাতে মন্দির প্রাঙ্গণে ইউনিয়ন পূজা উদযাপন পরিষদের সভাপতি অমল কাউশিকের সভাপতিত্বে আলোচনার সনাক্ত সম্প্রদায়ের উপস্থিতিতে অনুষ্ঠিত সাধারণ সভায় এ কমিটি গঠন করা হয়।

## পেকুয়া উপজেলা আওয়ামীলীগ ও অঙ্গ সংযোগ সংগঠনের ব্যানারে দুই রকম পোস্তার।

নিরঞ্জন চৌধুরীর মৃত্যুতে জেলা পূজা উদযাপন

## নারীদের সম্পৃক্ততা নিশ্চিত হলেই জাতীয় উন্নয়ন সম্ভব

এতে অতিথি হিসেবে আলোচনা করেন নিজের পাড়া সরকারী প্রাথমিক বিদ্যালয়ের প্রধান শিক্ষক মাওলানা আমান উল্লাহ ও দক্ষিণ মিডাউল্ট ইউনিয়ন আওয়ামী লীগের যুগ্ম আবেদক জুহুর আলম। আলোচনায় নেতৃবৃন্দরা বলেন, গ্রামীন নারীদের জীবনমান উন্নয়ন, আর্থিক সমৃদ্ধি ও সামাজিক নিরাপত্তা আনয়নে আমাদের কাজ করে যেতে হবে। দেশের পৃষ্ঠা-৩ কলাম-৫



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